

# EXHIBIT D

# Deposition Transcript

Case Number: 1:22-cv-06781-JSR

Date: April 3, 2023

In the matter of:

STALEY, et al., v FOUR SEASONS  
HOTELS AND RESORTS, et al.

Elizabeth Ortiz

**CERTIFIED  
COPY**

Reported by:

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Notary Public

Steno

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ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 UNITED STATES DISTRICT COURT  
2 SOUTHERN DISTRICT OF NEW YORK  
3 Case No. 1:22-cv-06781-JSR

4 - - - - -x  
5 SELENA STALEY, VIVIAN HOLMES, and OLIVE IVEY, on  
6 behalf of themselves and all others similarly  
7 situated,

8 Plaintiffs,

9 v.

10 FSR INTERNATIONAL HOTEL INC. d/b/a FOUR SEASONS  
11 HOTELS AND RESORTS, HOTEL 57 SERVICES, LLC,  
12 HOTEL 57, LLC, TY WARNER HOTELS & RESORTS, LLC, and  
13 H. TY WARNER,

14 Defendants.

15 - - - - -x  
16 299 Broadway, 17th Floor  
17 New York, New York 10007

18 April 3, 2023  
19 10:02 a.m.

20 DEPOSITION of ELIZABETH ORTIZ, the Defendant in  
21 the above-entitled action, held at the above time  
22 and place, taken before David Novick, a Shorthand  
23 Reporter and Notary Public of the State of  
24 New York, pursuant to Notice.  
25

\* \* \*

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

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ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1	I N D E X		
2	WITNESS	EXAMINATION BY	PAGE
3	E. Ortiz	MS. RISMAN	7-39,
4			41-239,
5			257-268,
6			273-278
7		MS. LUNDY	269-273
8	E X H I B I T S		
9	PLAINTIFFS'	DESCRIPTION	PAGE
10	Exhibit 1	Page 1 of 4 of Ms. Elizabeth Ortiz's LinkedIn biography pages	21
11	Exhibit 2	An e-mail to Elizabeth Ortiz from info@news.hanyc.org dated 3-20-20 and Bates-stamped WarnerDEF000700	57-58
12			
13	Exhibit 3	An e-mail from NYF E-mail to Rudy Tauscher dated 2-27-20 and Bates-stamped WarnerDEF000902	59
14			
15	Exhibit 4	A 3-12-20 letter authored by Elizabeth Ortiz and Bates-stamped WarnerDEF003103	61
16			
17	Exhibit 5	An e-mail from Elizabeth Ortiz dated 3-13-20, and Bates-stamped WarnerDEF003098	61
18			
19	Exhibit 6	An e-mail chain between Rick Kaminskis and Frank Galasso, along with a chart, and Bates-stamped WarnerDEF002482	65
20			
21	Exhibit 7	An e-mail chain between John Johnson and Elizabeth Ortiz dated 4-28-20 and Bates-stamped WarnerDEF007353	85
22			
23	Exhibit 8	An e-mail chain dated 6-1-20 and Bates-stamped	103
24			
25			

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1	I N D E X (cont'd)		
2	E X H I B I T S (cont'd)		
3	PLAINTIFFS'	DESCRIPTION	PAGE
4	Exhibit 9	A two-page e-mail chain Bates-stamped WarnerDEF000917 through WarnerDEF000918	107
5			
6	Exhibit 10	An e-mail from Mr. Tauscher to Peter Ward dated 3-26-20, along with a list of employees, their addresses, and their job titles, Bates-stamped WarnerDEF001127 through WarnerDEF001146	115
7			
8			
9			
10	Exhibit 11	A letter from Hazel Hazard and Bates-stamped WarnerDEF000922 through WarnerDEF000924	120
11			
12	Exhibit 12	A letter to Barbara Chang and Reynold Graham by Rudy Tauscher dated 3-26-20, along with a list of job titles and employees, Bates-stamped WarnerDEF001104 through WarnerDEF001106	123
13			
14			
15			
16	Exhibit 13	An e-mail chain dated 8-7-20 and Bates-stamped WarrenDEF000935	127
17			
18	Exhibit 14	A series of letters written by Rudy Tauscher to a series of employees, all dated 8-5-20, and Bates-stamped WarnerDEF000936 through WarnerDEF001017	134
19			
20			
21	Exhibit 15	A three-page document Bates-stamped WarnerDEF002199 through WarnerDEF002201	155
22			
23	Exhibit 16	A four-page letter written by Elizabeth Ortiz dated 4-9-20 and Bates-stamped WarnerDEF002729 through WarnerDEF002732	158
24			
25			

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1	I N D E X (cont'd)		
2	E X H I B I T S (cont'd)		
3	PLAINTIFFS'	DESCRIPTION	PAGE
4	Exhibit 17	An e-mail chain encompassing the dates 3-26-20 and 4-8-20 and Bates-stamped WarnerDEF001160 through WarnerDEF001161	166
5			
6			
7	Exhibit 18	A two-page e-mail chain among Nicole Spillane, Michal Dederer, Rudy Tauscher, and Elizabeth Ortiz on 3-19-20 and Bates-stamped WarnerDEF008174 through WarnerDEF008175	175
8			
9			
10	Exhibit 19	An e-mail from Elizabeth Ortiz to NYE Planning Committee dated 5-12-20 and Bates-stamped WarnerDEF002111	183
11			
12			
13	Exhibit 20	A document Bates-stamped WarnerDEF002112 through WarnerDEF002198 with the cover page titled "NY Forward A Guide To Reopening New York & Building Back Better"	183
14			
15			
16	Exhibit 21	An e-mail by Rudy Tauscher to Cathy Hwang and CC-ing Antoine Chahwan and Elizabeth Ortiz dated 6-22-20 and Bates-stamped WarnerDEF000903	192
17			
18			
19	Exhibit 22	A 61-page document with the cover page titled "U.S. EmPact Employee Handbook with Four Seasons Hotel New York"	215
20			
21			
22	Exhibit 23	A recording of the 6-25-21 meeting with the furloughed Employees of Four Seasons New York during which Elizabeth Ortiz was the main speaker and participant (Exhibit 23 not provided at time of production)	237
23			
24			
25			

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1	I N D E X (cont'd)		
2	E X H I B I T S (cont'd)		
3	PLAINTIFFS'	DESCRIPTION	PAGE
4	Exhibit 24	An e-mail chain between	262
5		Cathy Hwang and Elizabeth Ortiz	
6		dated 3-30-20 and 3-31-20 and	
		Bates-stamped WarnerDEF009110	
7	Court Reporter DAVID NOVICK, from STENO, has		
8	retained all exhibits to be attached to the		
	transcript.		
9	REQUESTS		
10	DESCRIPTION		PAGE
11	Production of the people that receive		38
	less than 50 percent of their annual salary		
12	Payroll for nonunion employees for the		99
13	week following the shutdown		
14	WARN notices that would be provided		117
	for the nonunion employees		
15	WARN notice sent to the Mayor's office		122
16	Drafts of the letter marked Plaintiffs'		163
17	Exhibit 16		
18	Production of any resignation letters		180
19	Agreement that mandates that the payments		202
	continue		
20	Production of the agreement for continued		203
21	payments		
22	Production of the Emergency Communications		221
	Plan		
23	E-mails from employees concerned about not		227
24	receiving no-fault separation pay		
25	Production of questions, concerns, and		231
	complaints placed in the chat box for the		



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 E L I Z A B E T H O R T I Z,  
2 the Defendant herein, having first been duly sworn  
3 by the Notary Public, was examined and testified as  
4 follows:

5 (By the court reporter:)

6 Q. Would you, once again, please state your  
7 full name for the record?

8 A. Elizabeth Ortiz.

9 Q. And would you, once again, please state your  
10 business address for the record?

11 A. Fifty-seven East 57th Street, New York, New  
12 York 10022, I think.

13 EXAMINATION BY

14 MR. RISMAN:

15 Q. Good morning, Ms. Ortiz.

16 A. Good morning.

17 Q. My name is Maya Risman --

18 A. Hi, Maya.

19 Q. How are you? -- and I'm going to be asking  
20 you a number of questions today related to the case  
21 of Selena Staley, Vivian Holmes, and Olive Ivey on  
22 behalf of themselves and all others similarly  
23 situated, who are the Plaintiffs, against FSR  
24 International Hotel Inc. d/b/a Four Seasons Hotel  
25 And Resorts, Hotel 57 Services, LLC, Hotel 57, LLC,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Ty Warner Hotels & Resorts LLC, and H. Ty Warner in  
2 a cause of action against the entities that I just  
3 named. If there are any questions that you do not  
4 understand, please let me know, and I'll rephrase  
5 my question. If you answer my question, it will be  
6 presumed that you understood my question. Is that  
7 clear?

8 A. Uh-huh. Yes.

9 Q. Okay. So the other thing is, during the  
10 deposition, I would ask that you verbalize your  
11 answers, so there's no "uh-huh" or nodding of the  
12 head, because the court reporter can't transcribe  
13 any physical movements.

14 A. Understood.

15 Q. So everything has to be verbally.  
16 Understood?

17 A. Understood. Yes. Thank you.

18 Q. And the other thing that I would ask of you  
19 is that you let me finish my question before you  
20 answer my question, even though you may anticipate  
21 what my question is.

22 A. Understood. Thank you.

23 Q. Have you ever testified before in any  
24 deposition?

25 A. I have.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Which deposition did you testify in?

2 MS. LUNDY: Objection. You can answer.

3 A. Previous employers.

4 Q. For what previous employer did you testify?

5 MS. LUNDY: Objection.

6 A. It would be Interstate Hotels And Resorts, a

7 C.O.R.E. Hotels And Resorts.

8 Q. What was your position at Interstate? --

9 A. Yes.

10 Q. -- Hotels And Resorts?

11 A. Director of Human Resources.

12 Q. When was it that you were working there as

13 Director of Human Resources?

14 A. 2003 to 2015.

15 Q. And do you recall in which action you

16 testified on their behalf?

17 MS. LUNDY: Objection.

18 A. Not specifically.

19 Q. Do you remember what the action was about?

20 MS. LUNDY: Objection.

21 A. Not specifically.

22 Q. How many times did you testify?

23 A. In my career? I don't remember.

24 Q. Was it more than ten times?

25 A. Less than ten.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Was it more than five times?

2 A. Probably more than five.

3 Q. So somewhere between five and ten times you  
4 think you testified?

5 A. Yes.

6 Q. And every time you testified, it was in your  
7 role as an HR Director?

8 MS. LUNDY: Objection.

9 A. I don't remember.

10 Q. What other role did you have when you worked  
11 for Interstate Hotels?

12 A. Probably just as an individual.

13 Q. Have you ever testified as an individual at  
14 a deposition?

15 MS. LUNDY: Objection.

16 A. I don't remember.

17 Q. Have you ever been sued as a defendant in a  
18 case?

19 MS. LUNDY: Objection.

20 A. No.

21 Q. Have you ever had a lawsuit as a plaintiff  
22 against an entity or individual?

23 MS. LUNDY: Objection.

24 A. No.

25 Q. Have you ever testified in Court?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. No.

3 Q. Have you ever testified anywhere else other  
4 than Court or at a deposition?

5 MS. LUNDY: Objection.

6 A. Not that I recall.

7 Q. Prior to testifying today, did you review  
8 any documents to refresh your recollection?

9 MS. LUNDY: Objection to the extent the  
10 question calls for privileged communication with  
11 her Counsel; otherwise, you can answer,  
12 Ms. Ortiz.

13 A. I have.

14 Q. Which documents did you review?

15 A. Multiple.

16 Q. Can you name what they are?

17 MS. LUNDY: Objection.

18 A. Multiple. E-mails, paper trail. Multiple.

19 Q. Did you review more than 50 documents prior  
20 to testifying today?

21 A. I don't remember.

22 Q. Did you review more than a hundred documents  
23 prior to testifying today?

24 A. Possibly.

25 Q. And when you reviewed those documents, did

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 you review them by yourself or with someone else?

2 MS. LUNDY: Objection. To the extent it  
3 calls for privileged communication with her  
4 Counsel, Ms. Ortiz can answer.

5 A. Both individually and with Counsel.

6 Q. And how long did it take you to review these  
7 documents?

8 A. I can't quantify over periods -- over a  
9 period of time.

10 Q. Did it take you more than five hours to  
11 review these documents --

12 MS. LUNDY: Objection to --

13 Q. -- over a period of time?

14 MS. LUNDY: Objection to the extent it calls  
15 for privileged communication with her Counsel.  
16 You may answer, Ms. Ortiz.

17 A. Possibly.

18 Q. So did it take you more -- so for the  
19 record, I'm not asking you for any privileged  
20 communication that you had with your Counsel, so  
21 these questions are strictly for you to answer, and  
22 I will never be asking you for privileged  
23 communication between you and your Counsel. Okay?

24 A. I understand.

25 Q. So did it take you longer than ten hours to

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 review the documents that you reviewed prior to  
2 testifying today?

3 MS. LUNDY: Objection.

4 A. I don't know. I mean, it's been over a  
5 period of several months, so I can't quantify that.

6 Q. When did you first start reviewing the  
7 documents that you reviewed prior to testifying  
8 today?

9 A. Probably at the onset of receiving the  
10 request.

11 Q. So you received the request to review  
12 documents, correct?

13 MS. LUNDY: Objection.

14 A. Clarify that question?

15 Q. At some point, you received a request to  
16 review documents related to this lawsuit?

17 MS. LUNDY: Objection to the extent it calls  
18 for privileged communication.

19 A. So it's not a request to review; it would be  
20 the request to produce documents, and at that time,  
21 then I would have reviewed them if I'm producing  
22 them.

23 Q. And after reviewing them, did you then make  
24 copies of them?

25 A. No.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. What did you do with them after you reviewed  
2 them?

3 A. They're electronic.

4 Q. So after reviewing the documents, did you  
5 then electronically send them over?

6 MS. LUNDY: Objection to the extent it seeks  
7 privileged communications.

8 A. Yeah, I would have.

9 Q. Can you please describe your educational  
10 background to me?

11 A. I have a Master's Degree in Psychology.

12 Q. Any other degrees?

13 A. I have a Bachelor's Degree in Communication  
14 Arts.

15 Q. And where's your Master's Degree in  
16 Psychology from?

17 A. William Paterson University.

18 Q. When did you get that?

19 A. I don't remember.

20 MS. LUNDY: Objection.

21 A. So I want to say 1980 -- 1986, maybe.

22 Q. And when did you obtain your Bachelor's  
23 Degree?

24 A. I'm sorry. My Master's Degree was probably  
25 1989; I was on an extended college plan; and my



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Bachelor's Degree would have been probably '87.

2 Q. And where was your Bachelor's Degree  
3 obtained?

4 A. Same: William Paterson University.

5 Q. And prior -- okay. Withdrawn.

6 After you obtained your Psychology Degree,  
7 where was the next job where you worked?

8 A. I moved to Greece.

9 Q. And how long did you live in Greece?

10 A. About seven years.

11 Q. And what did you do for work when you were  
12 in Greece?

13 MS. LUNDY: Just note my general objection  
14 to this line of questioning on the basis of  
15 relevancy, but I won't keep making objections to  
16 interrupt, but please note my objection. You  
17 can answer, Ms. Ortiz.

18 A. At one point, I taught English.

19 Q. And at some point, did you move back to the  
20 United States?

21 A. I did.

22 Q. And did you then obtain work in the  
23 United States?

24 A. I did.

25 Q. And what was that work that you obtained?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. I don't know. I worked in various  
2 restaurants and small restaurants and bars, and  
3 then, I got into Human Resources at the  
4 Rainbow Room.

5       Q. When you say you got into Human Resources at  
6 the --

7       A. I was hired as a Human Resources assistant.

8       Q. So I would just remind you, you just have to  
9 let me finish the question --

10      A. Okay.

11      Q. -- and then you answer; it's just easier for  
12 the transcriber to transcribe.

13           MS. RISMAN: Correct?

14      Q. I'm sorry. So what year was it that you  
15 worked in the Rainbow Room?

16      A. So I would say 1990 -- 1993 until -- or 1994  
17 until probably 1996 -- no, 1997.

18      Q. And after that, where did you work?

19      A. I worked for -- as a Director of Human  
20 Resources for a group called -- I don't even  
21 remember the name of the group, but it was owned by  
22 a gentleman by the name of Pino -- P-I-N-O --  
23 Luongo -- L-U-O-N-G-O, I guess -- and he had a  
24 group of restaurants across the country.

25      Q. And how long did you work there?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. A year.

2 Q. And what did you do for work after that?

3 A. I was hired as the Director of Talent  
4 Acquisition at Tavern on the Green, and then, I  
5 became the Director of Employment at Tavern on the  
6 Green.

7 Q. And what years did you do that?

8 A. Probably '97 to '99, maybe.

9 Q. And what did you do for work after 1999?

10 A. So it was the same owner as Tavern on the  
11 Green; we opened the Russian Tea Room.

12 Q. What year was that?

13 A. I want to say the Russian Tea Room we opened  
14 probably in 2000. I don't recall specifically.

15 Q. What was your position at the Russian  
16 Tea Room?

17 A. Director of Human Resources.

18 Q. How many employees was -- withdrawn.

19 How many employees worked at the Russian  
20 Tea Room at the time that you were the Director?

21 MS. LUNDY: Objection.

22 A. I don't remember.

23 Q. And after working at the Russian Tea Room,  
24 where did you work?

25 A. Windows on the World in the World Trade

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Center.

2 Q. How long did you work there for?

3 A. Until September 11th, 2001.

4 Q. Okay.

5 (Whereupon, a discussion was held off the  
6 record.)

7 Q. Back on. After working at the Windows on  
8 the World, where did you work?

9 A. I was a freelance consultant for a couple of  
10 years.

11 Q. And how long did you do that for?

12 A. Probably until about -- until I started at  
13 the Roosevelt, and I want to say I started at the  
14 Roosevelt probably in either 2003 or 2004; I want  
15 to say probably 2004.

16 Q. And what was your position at the Roosevelt?

17 A. Director of Human Resources.

18 Q. And how long did you work there as the  
19 Director of Human Resources?

20 A. Twelve years, maybe.

21 Q. And where did you work after the Roosevelt?

22 A. I worked for the Sofitel at a C.O.R.E.  
23 Hotels.

24 Q. And when you worked at the Sofitel, what was  
25 your position there?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Director of Human Resources.

2 Q. And how long did you work there for?

3 A. About four-and-a-half years.

4 Q. And after working at the Sofitel, where did  
5 you work?

6 A. Hotel 57 Services, LLC.

7 Q. And how long did you work for Hotel 57  
8 Services, LLC?

9 MS. LUNDY: Objection. You can answer.

10 A. I'm still employed by them.

11 Q. Did you ever tell anyone that you worked for  
12 the Four Seasons Hotels And Resorts?

13 MS. LUNDY: Objection.

14 A. Yes.

15 Q. Who did you tell that you worked at the  
16 Four Seasons Hotels And Resorts?

17 MS. LUNDY: Objection.

18 A. Random people; I mean, I don't know  
19 specifics.

20 Q. Do you know the difference between  
21 Hotel 57, LLC and Four Seasons Hotels And Resorts?

22 MS. LUNDY: Objection.

23 A. I don't know the specific structure; they're  
24 different entities; I don't know the specific  
25 business structure, but my employer's at Hotel 57;

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 the Four Seasons would be the operator.

2 Q. So when you told people in the past that you  
3 worked for Four Seasons Hotels And Resorts, is that  
4 statement accurate?

5 MS. LUNDY: Objection.

6 MR. WAGNER: And objection.

7 A. That's the operator, so my employer is  
8 Hotel 57 Services.

9 Q. So why would you tell anyone that you worked  
10 for Hotel 57 -- withdrawn.

11 Why would you tell anyone that you worked  
12 for Four Seasons Hotels And Resorts?

13 MS. LUNDY: Objection.

14 A. Because that's the operator, and I mean it's  
15 more known than -- I mean, in the hotel industry,  
16 it's a hotel with a brand name that's known, so it  
17 would make more sense -- it's more recognizable.

18 Q. So did you ever work directly for  
19 Four Seasons Hotels And Resorts?

20 MS. LUNDY: Objection.

21 MR. WAGNER: Objection.

22 A. I don't think so. I mean, my employer is  
23 Hotel 57.

24 Q. On your LinkedIn page, does it state that  
25 you worked for Four Seasons Hotels And Resorts?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. Probably.

3 Q. Why would it state that there?

4 A. Again, it's the brand name, it's the  
5 operator.

6 Q. Is that your employer?

7 MS. LUNDY: Objection.

8 A. The employer's Hotel 57.

9 Q. So I'm going to show you what we're marking  
10 as Plaintiffs' Exhibit 1.

11 (Whereupon, Page 1 of 4 of  
12 Ms. Elizabeth Ortiz's LinkedIn biography pages  
13 was marked as Plaintiffs' Exhibit 1 for  
14 identification, as of this date.)

15 Q. Ms. Ortiz, we're going to be presenting you  
16 with what's just been marked as Plaintiffs'  
17 Exhibit 1. Do you recognize what that is?

18 A. Yes.

19 Q. What is that?

20 A. It's my LinkedIn page.

21 Q. And is it accurate that your LinkedIn page  
22 states that you are the Director of People and  
23 Culture at Four Seasons Hotel And Resorts?

24 A. Yes.

25 Q. Is that statement not accurate?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. I'm not sure what what you mean by "not  
3 accurate." It sounds like a trick question.

4 Q. I'm not trying to trick you; I'm just trying  
5 to see whether this is what is on your LinkedIn  
6 page.

7 A. That's what's on my LinkedIn page.

8 Q. So my question to you is, is what is on your  
9 LinkedIn page accurate or inaccurate?

10 MS. LUNDY: Objection.

11 A. It would be accurate for the purposes of  
12 people wanting -- or for people knowing a brand.

13 Q. And when you say it would be accurate for  
14 people wanting --

15 A. It's a brand recognition. That's the  
16 operator. The operator is Four Seasons Hotels And  
17 Resorts.

18 Q. But it states that you're the Director of  
19 People and Culture of Four Seasons Hotels And  
20 Resorts, correct?

21 A. Uh-huh. Uh-huh.

22 Q. So my question to you is, is that statement  
23 accurate that you are the Director of People and  
24 Culture at Four Seasons Hotels And Resorts?

25 MS. LUNDY: Objection.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. Yes, for the purposes of the brand  
2 recognition. However, I am employed by Hotel 57  
3 Services, LLC. I would employ Hotel 57  
4 Services, LLC just as Sofitel Luxury Resorts;  
5 that's the operator, but I was -- would be employed  
6 by a different business entity. It's the structure  
7 -- it's the business structure of the different  
8 entities.

9       Q. So you were never employed by Sofitel Luxury  
10 Hotels And Resorts?

11           MS. LUNDY: Objection.

12       A. So the business entity would have been  
13 something else; I don't remember what it is, but  
14 the business entity then does business as Sofitel  
15 Luxury Hotels And Resorts.

16       Q. When you were employed by Sofitel Luxury  
17 Hotels And Resorts, did you work there with  
18 Rudy Tauscher?

19           MS. LUNDY: Objection.

20       A. Yes, I did.

21       Q. Did you know Mr. Tauscher from working with  
22 him at Sofitel --

23       A. I did.

24       Q. You just have to let me finish. -- Sofitel  
25 Hotels And Resorts?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Okay.

2 Q. Yes?

3 A. Yes.

4 Q. Is that the first time that you met him,  
5 when you worked there together?

6 MS. LUNDY: Objection.

7 A. I believe so.

8 Q. And what was his position at Sofitel Hotels  
9 And Resorts?

10 MS. LUNDY: Objection.

11 A. He was hired as the General Manager or the  
12 -- yeah, he was hired as the General Manager.

13 Q. Do you recall what year that was?

14 A. No.

15 Q. When you first started working at  
16 Hotel 57, LLC and prior to being hired, did  
17 somebody interview you for that position?

18 MR. WAGNER: Objection. And let me just  
19 state the reason for my objection. When you  
20 asked her the question "Before you were hired by  
21 Hotel 57, LLC" --

22 MS. RISMAN: I'm going to withdraw it.

23 Q. At some point, you said you began working  
24 for Hotel 57, LLC, correct?

25 MR. BRUSTEIN: Services.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MR. WAGNER: Services. That was the nature  
2 of my --

3 Q. At some point -- I'm going to withdraw that  
4 too. At some point, Ms. Ortiz, you said that you  
5 began working for Hotel 57 Services, LLC, correct?

6 A. Yes.

7 Q. Did somebody interview you for that  
8 position?

9 A. Yes.

10 Q. Who interviewed you?

11 A. It would have been initiated by the  
12 General Manager, Rudy Tauscher; I mean, I wouldn't  
13 have had the -- so it had been initiated by the  
14 General Manager, Rudy Tauscher; then, I was  
15 interviewed by Stacey Koppel (phonetic), probably,  
16 who's the Regional Director of the operating  
17 entity, and then Abigail Charpienter --  
18 C-H-A-R-P-I-E-N-T-E-R, I believe.

19 (Whereupon, a discussion was held off the  
20 record.)

21 Q. Ms. Ortiz, who does Stacey Koppel work for?

22 MS. LUNDY: Objection.

23 A. I don't know.

24 Q. Does she work for Four Seasons Hotels And  
25 Resorts?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MR. WAGNER: Objection.

2 MS. LUNDY: Objection.

3 A. I don't know what the entity is.

4 Q. Do you know if Stacey Kopel works for  
5 Hotel 57, LLC? I'm sorry. Let me re-ask that. Do  
6 you know if Stacey Kopel works for Hotel 57  
7 Services, LLC?

8 MS. LUNDY: Objection.

9 A. I do not know.

10 Q. Do you know who Abigail Charpienter works  
11 for?

12 MS. LUNDY: Objection.

13 A. No, I do not.

14 Q. Do you know if Abigail Charpienter works for  
15 Hotel 57 Services, LLC?

16 A. I do not.

17 Q. Do you know if she works for Four Seasons  
18 Resorts And Hotels?

19 MS. LUNDY: Objection.

20 A. I don't know the business entity.

21 Q. Do you know if she works for  
22 FSR International Hotel Inc.?

23 MS. LUNDY: Objection.

24 A. I don't.

25 Q. Now, does Hotel 57 Services, LLC do business

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 as the Four Seasons Hotel New York?

2 A. I don't know.

3 Q. Have you ever seen the words Four Seasons  
4 Hotel New York?

5 A. Yes.

6 Q. Where have you seen those?

7 MS. LUNDY: Objection.

8 A. On the marquee, on letterhead, on various  
9 operating documents.

10 Q. Do you know the reason that that's on the  
11 letterhead?

12 A. They're the operator.

13 Q. Four Seasons Hotel New York is the operator  
14 of the hotel?

15 MS. LUNDY: Objection.

16 A. Yes.

17 Q. How do you know that?

18 A. Because they're the operator. I mean, I  
19 don't know -- it's the business entity that  
20 operates the property. There are operators and  
21 there are owners, and depending on the flag -- you  
22 know, there's the Four Seasons flag, there's the  
23 Marriott flag, there's a -- depending on the  
24 brandings. Those are all the operators; they're  
25 not the owning entity or necessarily the employer.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So I'd like to focus your attention only on  
2 this particular hotel --

3 A. Okay.

4 Q. -- and the Four Seasons --

5 A. Okay.

6 Q. -- Hotels, so anything to do with Marriott  
7 or another hotel, you know, I don't want you to  
8 testify about here.

9 A. Understood.

10 Q. So when I'm asking you about this particular  
11 Hotel, I'm only asking about the Four Seasons Hotel  
12 New York, correct?

13 A. Okay.

14 Q. And you said that those words are on the  
15 marquee? --

16 A. Yes.

17 Q. -- stating the Four Seasons Hotel New York,  
18 correct?

19 A. Yes.

20 Q. And they are on the letterhead, correct?

21 A. Yes.

22 Q. And that is letterhead that you then would  
23 sign a letter for?

24 MS. LUNDY: Objection.

25 A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Where else do you see the words Hotel -- I'm  
2 sorry. Withdrawn.

3 Where else would you see the words Four  
4 Seasons Hotel New York in your work at the hotel?

5 MS. LUNDY: Objection.

6 A. Multiple places. I mean, I can't  
7 singular-specify where, but it would be multiple  
8 places; I mean, it's the brand, right? It's the  
9 logo. It's the -- wherever the operator would put  
10 a logo.

11 Q. So is it your understanding that Hotel 57  
12 Services, LLC would put that logo somewhere or some  
13 other entity?

14 MS. LUNDY: Objection.

15 A. Clarify your question?

16 Q. Yeah. Is it your understanding that the  
17 logo and the brand Four Seasons Hotel New York was  
18 placed there by Hotel 57 Services, LLC?

19 MS. LUNDY: Objection.

20 A. I don't know.

21 Q. Do you know if it was placed there by  
22 another entity?

23 MS. LUNDY: Objection.

24 A. I don't know.

25 Q. And you've written letters with the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 letterhead Four Seasons Hotel New York at the top  
2 of the letter, correct?

3 A. Yes.

4 Q. Okay. Where did you get the letterheads  
5 from?

6 A. They would have been ordered -- the  
7 Purchasing Department -- but I don't know -- I  
8 don't know where. I know where I ordered them  
9 from: I ordered them through Purchasing. I don't  
10 know where they come from specifically, if they're  
11 -- I don't know.

12 Q. Ms. Ortiz, when you were working for  
13 Hotel 57 Services, LLC, who was your supervisor --

14 MS. LUNDY: Objection.

15 Q. -- when you first started working there?

16 A. So my role reports to the role of  
17 General Manager.

18 Q. Who was the General Manager when you first  
19 began working for Hotel 57 Services, LLC?

20 A. Rudy Tauscher.

21 Q. And what year was that?

22 A. 2019.

23 Q. And what month was that?

24 A. I don't remember. I think, October. It was  
25 October. Yes. October.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And when you began as the Director of Human  
2 Resources at Hotel 57 Services LLC, who did you  
3 supervise?

4 MS. LUNDY: Objection.

5 A. Well -- I mean, my division -- that role  
6 oversees the People and Culture division with the  
7 responsibility towards overseeing each of the  
8 different divisions; that's something -- that's  
9 normally what HR does.

10 Q. Okay. And did you always have the same  
11 position the entire time that you've been working  
12 for Hotel 57 Services, LLC?

13 A. Yes.

14 Q. And at some point in time, Mr. Rudy Tauscher  
15 was no longer the General Manager there, correct?

16 A. Correct. He resigned.

17 Q. He resigned? Yes?

18 A. Yes.

19 Q. And when was it that he resigned?

20 A. I want to say January of 2021.

21 Q. And do you know the reason that he resigned?

22 A. I do not.

23 Q. And after he resigned, do you know where he  
24 went to work?

25 A. Not for certain.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. After Mr. Tauscher resigned, did you stay in  
2 touch with him?

3 A. I have.

4 Q. Are you friends with him on LinkedIn?

5 A. I don't know. Probably. I don't know.

6 Q. Do you know if he went to the Aman Hotel in  
7 New York City?

8 A. I did. I never -- you know, I never  
9 specifically contacted him there or spoke to him  
10 there, but that's my understanding.

11 Q. Do you know if Mr. Tauscher's position was  
12 ever eliminated at Hotel --

13 A. I don't. Sorry.

14 Q. It's okay -- at Hotel 57 Services, LLC?

15 A. That's a mouthful. What do you mean  
16 specifically by that?

17 Q. Do you know if Mr. Tauscher's position was  
18 ever eliminated at Hotel 57 Services, LLC?

19 MS. LUNDY: Objection.

20 A. That's not eliminated. I mean, it's just we  
21 haven't filled the position.

22 Q. So currently, nobody is the manager of the  
23 hotel --

24 MR. WAGNER: Objection.

25 Q. -- known as the Four Seasons Hotel New York,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 correct?

2 MS. LUNDY: Objection.

3 A. I would ask for more clarity on that  
4 question.

5 Q. Okay. Do you currently have -- withdrawn.

6 Does Four Seasons Hotel New York currently  
7 have a general manager?

8 MS. LUNDY: Objection.

9 A. There is a general manager position; it is  
10 not currently filled; it is currently vacant.

11 Q. And how long has that position been vacant  
12 for?

13 A. Since Rudy Tauscher's resignation.

14 Q. Do you know if any efforts have been made to  
15 fill that position?

16 A. Not at this juncture.

17 Q. Do you know why not?

18 MS. LUNDY: Objection.

19 A. I don't currently know. No.

20 Q. Do you know who has made the decision not to  
21 make any attempts to fill the position of General  
22 Manager at the Four Seasons Hotel New York?

23 A. I don't currently know.

24 MS. LUNDY: Objection.

25 Q. When you first began working at Hotel 57

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Services, LLC, what were your duties?

2 A. Well, I mean, that's a broad question. I  
3 think my responsibility is to oversee the daily  
4 activities of the People and Culture division,  
5 which includes oversight on benefits and  
6 compensation, labor relations, employee relations  
7 -- am I missing anything? -- talent management,  
8 recruiting, training.

9 Q. Did your duties ever change throughout the  
10 time from when you first started working at  
11 Hotel 57 Services, LLC up until the present time?

12 A. They have.

13 Q. How have they changed?

14 A. Well, I no longer have a division to have  
15 oversight on. I'm a single person in the division  
16 with oversight on everything that I just mentioned,  
17 but also not limited to -- including oversight, to  
18 -- the employees that are currently in the  
19 building, not limited to ensuring that the  
20 structure of the building is safe and secure, not  
21 limited to ensuring that the employees have a safe  
22 and secure work environment, not limited to the  
23 response of any inquiries that come into the hotel.  
24 So it has changed now from a specific divisional  
25 oversight into a more general oversight, still

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 focused on the People and Culture tasks, but  
2 however, including a broader oversight of the  
3 property overall.

4 Q. When you say "a broader oversight of the  
5 property," do you mean the actual physical  
6 structure of the hotel?

7 A. Yes.

8 Q. What do you do to make sure that you are  
9 properly supervising the physical structure of the  
10 hotel?

11 MS. LUNDY: Objection.

12 A. Well, from a safety and security level,  
13 making sure that -- you know, working in  
14 collaboration with our Engineering Team, making  
15 sure that our water chillers are up and running,  
16 making sure that our water movement is done in such  
17 a way so that we don't attract, you know, bacteria  
18 or Legionnaire's disease, making sure that the flow  
19 of the water throughout the building is safe and  
20 secure. This is not something I do personally, but  
21 it's oversight to those divisions that would ensure  
22 that. Making sure that we don't have any -- in  
23 collaboration with the team that's there, making  
24 sure that we don't have any walk-ins off the street  
25 that breach security, ensuring that we have, you

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 know, a clean, well-lit property, general  
2 management of the building and the team that's  
3 there.

4 Q. And do you have to do all those things  
5 because the hotel is not operational?

6 MS. LUNDY: Objection.

7 A. It's a limited crew.

8 Q. But had the hotel been operational for  
9 business, would you have to do all of the things  
10 that you just mentioned?

11 MS. LUNDY: Objection.

12 A. No.

13 Q. How many people currently work at the hotel?

14 A. On a rotational scheduled basis, 25.

15 Q. And when you say "On a rotational scheduled  
16 basis," what does that mean?

17 A. Well, there's not 25 people all at one time;  
18 it's shift work. So there are rotational shifts  
19 throughout the day, so at any one time, there's not  
20 25 people in the building; it's 25 people that are  
21 currently working.

22 Q. So are there 25 people currently on a  
23 payroll of the hotel?

24 MS. LUNDY: Objection.

25 A. I can't answer that question.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Who does the payroll for the hotel?

2 MS. LUNDY: Objection.

3 A. We have a finance duo.

4 Q. Who is that?

5 A. We have a staff accountant, and then, we  
6 have a Director of Finance.

7 Q. Did you ever do payroll for the hotel?

8 A. I don't process payroll, no. I provide data  
9 for payroll to be processed.

10 Q. Would you provide the data for the people  
11 that process the payroll?

12 A. Sometimes.

13 Q. Other than you, is there anybody else from  
14 the hotel that provides the data to the people that  
15 process the payroll?

16 A. Yeah. The Director of Security would.

17 Q. Who is that?

18 A. Steve Tablan (phonetic).

19 Q. Is he one of the 25 employees?

20 A. He is.

21 Q. The 25 employees that currently work at the  
22 hotel, are they full-time employees?

23 A. No.

24 Q. The 25 people that you just mentioned, do  
25 any of them receive less than 50 percent of their

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 full-time annual salary?

2 MS. LUNDY: Objection.

3 A. Yes.

4 Q. How many of them?

5 MS. LUNDY: Objection.

6 A. I don't know off the top of my head.

7 MS. RISMAN: We would seek the production of  
8 those people that receive less than 50 percent  
9 of their annual salary. We have requested this  
10 in the past and should have already received  
11 that; we do not have that information.

12 MS. LUNDY: By Counsel, we ask that you  
13 follow up in writing and we'll consider your  
14 request.

15 Q. Do you know where the payroll records are  
16 kept?

17 A. They're electronic.

18 Q. Are they kept in a particular computer?

19 A. No. They're on a server.

20 Q. Do you know what payroll company you use?

21 MS. LUNDY: Objection.

22 A. I do.

23 Q. What is it?

24 A. ADP.

25 Q. Does that same server also keep W-2 forms



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 for employees or past employees?

2 A. Yes.

3 MS. LUNDY: Objection.

4 Q. Does it keep W-2s for both current employees  
5 and past employees?

6 A. Yes.

7 Q. And do you have access to those W-2s?

8 MS. LUNDY: Objection.

9 A. I do.

10 Q. Who sends out the W-2s from the hotel?

11 MS. LUNDY: Objection. You -- Ms. Risman,  
12 you use the term "hotel"; I just want to clarify  
13 what you're referring to, if you don't mind --

14 MS. RISMAN: So, for the record, the entire  
15 time that Mr. Boland took the depositions, he  
16 was saying "the hotel," and it seemed like  
17 everybody understood what that meant.

18 Q. Do you understand what I mean when I say  
19 "the hotel"?

20 A. I do.

21 MS. LUNDY: I don't understand, so I'd like  
22 clarity, please.

23 MS. RISMAN: So maybe you should ask  
24 Mr. Boland what he meant when he said "the  
25 hotel" during his deposition.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Ms. Risman, you weren't present  
2 when I was deposing Spillane and I don't think  
3 my request is out of line, so I'm just asking  
4 you to clarify --

5 MS. RISMAN: So the only request that you  
6 can have for the record is an objection to form;  
7 that's the only objection you could have, but  
8 speaking objections, as you know, are not  
9 allowed. So I understand that you're trying to  
10 say that you want me define "the hotel," but  
11 that is not something for you to say during the  
12 deposition. You could say "objection to your  
13 interrogatories," "objection to our demands,"  
14 but during the deposition, you can't say -- and  
15 the Witness just stated that she knows what I  
16 mean when I say "the hotel."

17 MS. LUNDY: Ms. Risman, I appreciate the  
18 instruction and direction about how to object to  
19 questions during depositions, but I was merely  
20 trying to avoid the need to object to every  
21 single question when you use the term "hotel." I  
22 will continue making that objection, and we can  
23 proceed; I was merely trying to keep the record  
24 a little bit cleaner, but please proceed.

25 MS. RISMAN: Thank you.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Ms. Ortiz, the hotel that you work is known  
2 as the Four Seasons Hotel New York, correct?

3 A. That's the operator.

4 Q. Is that the name that the hotel is known  
5 for?

6 MS. LUNDY: Objection.

7 A. That's the -- that's the flag, that's the  
8 operator.

9 Q. When people stayed at the hotel when the  
10 hotel was still open, did people stay at the Four  
11 Seasons Hotel New York?

12 MR. WAGNER: Objection.

13 MS. LUNDY: Objection.

14 A. I guess so.

15 Q. Do you know when people stayed at the hotel  
16 located at 57 East 57th Street in New York,  
17 New York whether they thought they were staying at  
18 the Hotel 57 Services, LLC?

19 MS. LUNDY: Objection.

20 MR. WAGNER: Objection.

21 A. I can't speak for what other people thought  
22 or what guests think.

23 Q. Do you know of the hotel located at 57 East  
24 57th Street as ever being known as Hotel 57  
25 Services, LLC --

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MR. WAGNER: Objection.

2 MS. LUNDY: Objection.

3 Q. -- to any guests that were staying there?

4 MS. LUNDY: Objection.

5 A. I don't know. I don't know. I can't speak  
6 for what guests think.

7 Q. Ms. Ortiz, do you know what Hotel 57, LLC  
8 is?

9 A. Hotel 57 -- no, I don't.

10 Q. Have you ever heard of the company  
11 Hotel 57, LLC?

12 A. No.

13 Q. Ms. Ortiz, have you ever heard of Ty Warner  
14 Hotels & Resorts?

15 A. Yes.

16 Q. What entity is Ty Warner Hotels & Resorts?

17 MS. LUNDY: Objection.

18 A. It's a different operating entity.

19 Q. And how did you ever become aware of  
20 Ty Warner Hotels & Resorts?

21 MS. LUNDY: Objection.

22 A. It's just a different operating entity, but  
23 I know that -- actually, I don't know how I became  
24 aware. I don't know.

25 Q. Have you ever seen e-mails from Ty Warner

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Hotels & Resorts or Ty Warner Hotels & Resorts LLC?

2 A. Not specifically that name.

3 Q. Have you ever seen e-mails from either  
4 Ty Warner Hotels & Resorts or Ty Warner Hotels &  
5 Resorts LLC where that is stated in the signature  
6 line of an e-mail?

7 MS. LUNDY: Objection.

8 A. Probably.

9 Q. Ms. Ortiz, do you know when the hotel known  
10 as the Four Seasons Hotel New York closed for  
11 guests?

12 MS. LUNDY: Objection.

13 A. Well, it was a State mandate, right, so it  
14 would have been in March of 2020.

15 Q. Do you know if all hotels in New York City  
16 closed in March of 2020?

17 A. To the best of my knowledge, I believe so,  
18 or -- actually, no, I don't know. I believe --  
19 what I recall -- and it was such a very weird time.  
20 What I recall is the closure of -- the State  
21 mandate specifying closure to everything but  
22 essential businesses.

23 Q. And is it during that time that the hotel  
24 where you worked closed for guests?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. Well, yeah. I mean, it was mandated by the  
2       State.

3       Q. But are you aware of any hotels that  
4       remained open?

5               MS. LUNDY: Objection.

6       A. No. I don't remember. I don't know.

7       Q. Do you know who decided to close the hotel  
8       for guests in March of 2020?

9               MS. LUNDY: Objection.

10       A. Again, my recollection is that it was a  
11       State mandate that any businesses that were  
12       considered nonessential were to be closed; that's  
13       my recollection.

14       Q. Do you know how long that State mandate  
15       lasted for?

16       A. I don't remember.

17       Q. Do you know if there's still a State mandate  
18       going on now where hotels have to remain closed?

19               MS. LUNDY: Objection.

20       A. I don't know specifically, but I don't  
21       believe there is.

22               MS. LUNDY: Can we take a break, please?

23               (Whereupon, a break was taken at 10:51 a.m.,  
24       and the deposition resumed at 10:58 a.m.)

25               (Whereupon, the requested portion of the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 record was read back.)

2 Q. So, Ms. Ortiz, how many employees are  
3 currently in the building at each individual time?

4 A. Probably -- so there's three -- wait. One,  
5 two -- there's three shifts. So there's three  
6 shifts, so at any time, like, a third of that 25; I  
7 guess that mathematically makes sense. Yes.

8 Q. Is it fair to say that every single person  
9 of those 25 people that currently work for Hotel 57  
10 Services, LLC work only part-time?

11 MS. LUNDY: Objection.

12 A. No.

13 Q. How many of those 25 people work part-time?

14 A. I don't know. I would have to look. As  
15 I've said earlier, I can't remember off the top of  
16 my head. Maybe five, but I'm not sure.

17 Q. Maybe five work part-time?

18 A. Yes.

19 Q. Do the other people work full-time?

20 MS. LUNDY: Objection.

21 A. Yes.

22 Q. Do you currently work full-time?

23 A. Yes.

24 Q. Did your salary ever decrease during your  
25 tenure as Director of People and Culture?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. There was a period where we went on reduced  
3 work weeks, but the overall salary didn't decrease;  
4 it's just we were paid -- I think there was a  
5 period of time where -- or I may have used vacation  
6 time -- I don't remember, but there was a period of  
7 time where I went from five to four days, but I  
8 don't know how long that was.

9 Q. And during that period of time that you went  
10 from five to four days, you were only paid for four  
11 days of work, correct?

12 A. Correct.

13 Q. And how long did that last for?

14 MS. LUNDY: Objection.

15 A. I don't remember.

16 Q. Are you back to being paid for five days a  
17 week?

18 A. I am.

19 Q. Did there come a time that the employees at  
20 Hotel 57 Services, LLC were placed on furlough?

21 MS. LUNDY: Objection.

22 A. Yes.

23 Q. And who determined that those employees were  
24 to be placed on furlough?

25 A. I mean, I don't recall specifically. It



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 would have been a collaboration based on the  
2 circumstances at the time. I don't know whether  
3 there was any one entity that made that  
4 determination; I think it was a result of the  
5 mandates, the virus. So it would have been a  
6 collaboration.

7 Q. Ms. Ortiz, who was it a collaboration with?

8 MS. LUNDY: Objection.

9 Q. I'm going to rephrase that. What entities  
10 made the decision to furlough the employees that  
11 were employed at Hotel 57 Services, LLC?

12 MS. LUNDY: Objection.

13 A. Well, I mean, we were under State orders,  
14 right, to close the hotel to guests, so I think it  
15 was indirectly made by those State orders  
16 initially.

17 Q. But when the hotel was closed to guests,  
18 they were then reopened to medical personnel,  
19 correct?

20 A. We did. It was a very short period of time  
21 in between that closure and then the reopening to  
22 medical personnel.

23 Q. So is it your testimony that there was a  
24 State mandate only for a short period of time for  
25 hotels to close?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. No, I don't remember the length of time. I  
3 remember that we were allowed -- I don't remember,  
4 because Broadway had shut down, the Philharmonic  
5 had shut down, a lot of the U.N. wasn't in town.  
6 From a business perspective, there wasn't any -- I  
7 don't remember how long the mandate lasted, but it  
8 was at that time that we -- that we -- furloughed  
9 some of the employees.

10 Q. And at that time, how many employees did you  
11 furlough when you say "we furloughed the  
12 employees"?

13 A. I don't recall.

14 Q. And when you say "we furloughed the  
15 employees," who do you mean when you say "we"?

16 A. The collaboration of the business entities,  
17 right? It would be a collaboration between  
18 Hotel 57 Services, LLC and the operator Four  
19 Seasons, and then, you know, the people -- the  
20 people at the property.

21 Q. And who are the people at the property?

22 A. The management team at the property.

23 Q. Who would that be?

24 A. I mean, there's multiple managers. The  
25 Executive Committee consisted of the General

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Manager, myself, Director of Finance, Director of  
2 Sales and Marketing, Director of Engineering,  
3 Director of Food and Beverage, maybe, Director of  
4 Rooms.

5 Q. Would all of those directors that you  
6 mentioned collaborate with FSR International and  
7 Four Seasons Hotel Services -- I'm sorry. I'm  
8 going to withdraw that.

9 MS. RISMAN: And if you could just read the  
10 last question back to me.

11 (Whereupon, the requested portion of the  
12 record was read back.)

13 Q. Can we agree to abbreviate Four Seasons  
14 Hotel New York as FSHR?

15 A. FS?

16 Q. FSH -- wait.

17 MR. WAGNER: I'm going to object to that,  
18 because there are two different DBAs.

19 Q. FSHNY, and can we abbreviate FSR  
20 International Hotels Inc. as FSR?

21 A. I don't know what the entities are. I  
22 mean --

23 Q. Four Seasons Hotel New York, can we just  
24 abbreviate that as FSHNY during this deposition?

25 A. FSNY.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Okay. Would you prefer FSNY?

2 A. That's fine.

3 Q. Okay. Perfect. So FSNY would be the hotel,  
4 right? When I say that you're working at the  
5 hotel, that would be Four Seasons New York,  
6 correct?

7 A. The physical property.

8 Q. So as the Director of People and Culture,  
9 you're the Director of People and Culture for the  
10 Four Seasons New York, correct?

11 MS. LUNDY: Objection.

12 A. Hotel 57 Services, LLC.

13 Q. Okay. When you sent a letter out with the  
14 letterhead Four Seasons New York and you signed the  
15 bottom of the letter as Director of People and  
16 Culture, can you agree that nowhere on the letter  
17 does it say the words "Hotel 57 Services, LLC,"  
18 correct?

19 A. I agree.

20 Q. So can we agree during this deposition that  
21 when I'm referring to your role as working at the  
22 hotel, I will be stating your role as working at  
23 FSNY or Four Seasons New York?

24 MS. LUNDY: Objection.

25 Q. Can we agree on that?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Sure.

2 Q. Ms. Ortiz, have you ever met Ty Warner?

3 A. No.

4 Q. Have you ever seen him?

5 MS. LUNDY: Objection.

6 A. Not in person.

7 Q. Okay. There was a time that Four Seasons  
8 New York or FSNY, right, opened to medical  
9 personnel, correct?

10 A. Uh-huh. Yes.

11 Q. And when was that?

12 A. I don't remember exact dates. It would have  
13 been the end of March or early April in 2020.

14 Q. And who made the decision to allow medical  
15 personnel to stay at the Four Seasons New York?

16 A. I don't know.

17 Q. Who told you that medical personnel were  
18 staying at the Four Seasons New York?

19 MS. LUNDY: Objection.

20 A. Channel 11. I'm sorry, but that's true.

21 Q. So is it your testimony that nobody ran the  
22 decision to have medical personnel stay at the Four  
23 Seasons New York by you before that was done?

24 MS. LUNDY: Objection.

25 A. I think at that time there were so much

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 going on with COVID, and I believe that we had an  
2 awareness -- I think the State had asked for hotels  
3 to open their doors if they could, so I think, like  
4 all things during that time, there was speculation  
5 that we possibly will do this. So we had -- it  
6 would be fair to say that we had -- discussions  
7 based on speculation or based on what if, but it  
8 seems like the media outlets -- I honestly  
9 remember, like, somebody said that Channel 11 was  
10 outside, because we were opening to the medical  
11 community. Did someone tell me ahead of time?  
12 Probably. But I don't recall. I recall the  
13 Channel 11 truck outside.

14 Q. And at that time that you recall seeing the  
15 Channel 11 truck outside, were you physically  
16 working in the building of the Four Seasons  
17 New York?

18 A. I was.

19 Q. Did you ever stop working in the physical  
20 building of the hotel?

21 A. Well, I'm on property most days; some days  
22 I'm remote, but it fluctuates based on, you know,  
23 what's needed on the property. But during that  
24 period of time, the expectation was that we were to  
25 be -- that we collectively, the management team,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 was to be -- on property every day.

2 Q. So were you on property every day in March  
3 of 2020?

4 A. To the best of my recollection, yes.

5 Q. Did someone at Ty Warner Hotels & Resorts  
6 make the decision to close the hotel for guests?

7 MS. LUNDY: Objection.

8 A. I don't know.

9 Q. Do you know who Cathy Hwang is?

10 A. I've spoken with her on the phone.

11 Q. Have you ever met her?

12 A. No.

13 Q. Do you know who she is?

14 MS. LUNDY: Objection.

15 A. My understanding is that -- I don't know for  
16 sure, but my understanding is she works for Mr.  
17 Ty Warner.

18 Q. And what is your understanding as to what  
19 she does for Mr. Ty Warner?

20 A. I honestly don't know.

21 Q. Is it also your understanding that she works  
22 for Ty Warner Hotels & Resorts?

23 A. I don't know what entity she works for.

24 Q. But you have corresponded with her via  
25 e-mail, correct?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. I have.

2 Q. And you've spoken to her on the phone?

3 A. I have.

4 Q. Have you ever met her in person?

5 MS. LUNDY: Objection.

6 A. No.

7 Q. And do you correspond with Ms. Hwang when  
8 you try to get a message out to Mr. Warner?

9 MS. LUNDY: Objection.

10 A. No, because I've never been in a position  
11 where I needed to message him directly.

12 Q. Have you ever seen Mr. Tauscher attempt to  
13 message Mr. Warner directly through  
14 Ms. Cathy Hwang?

15 MS. LUNDY: Objection.

16 A. Probably.

17 Q. Do you recall having to have the permission  
18 of someone from Ty Warner Hotels & Resorts prior to  
19 having the hotel close for guests?

20 MS. LUNDY: Objection.

21 A. Could you be more specific, please?

22 Q. Did there come a time in March of 2020 where  
23 you were made aware that Ty -- someone from  
24 Ty Warner Hotels & Resorts agreed that the hotel  
25 should be closed for guests?



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. I don't remember specifically, but I'm  
3 sure -- you know, because our decisions are all  
4 collaborative, so I'm sure there was communication  
5 to that effect, but I don't have specific knowledge  
6 to it directly.

7 Q. Do you recall Mr. Tauscher ever telling you  
8 that Mr. Warner wanted the hotel to be closed for  
9 guests in March of 2020?

10 A. I don't remember specifically.

11 Q. Okay. Do you recall there being any tenants  
12 at the Four Seasons New York --

13 MS. LUNDY: Objection.

14 Q. -- in March of 2020?

15 A. Can you clarify?

16 Q. In March of 2020, did the Four Seasons  
17 New York have any tenants in any of the commercial  
18 retail spaces?

19 A. Yes.

20 Q. How many tenants were there?

21 A. I don't know.

22 Q. Do you know if there are any tenants there  
23 now?

24 A. Not operating.

25 Q. And at the time that the hotel closed for

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 guests, did those retail stores also close?

2 A. I don't remember. I don't know when they  
3 closed.

4 Q. Did Mr. Tauscher ever send any e-mails that  
5 he exchanged with Ms. Cathy Hwang to you?

6 A. I'm sure. Specifically, I don't remember,  
7 but I'm sure he did.

8 Q. Did he do that regularly?

9 MS. LUNDY: Objection.

10 A. I don't -- I don't know; I don't remember.

11 Q. What did you first hear about COVID?

12 MS. LUNDY: Objection.

13 A. I think it may have been in -- personally, I  
14 remember -- I remember it being in, like, January  
15 and February, because I had gone to -- my younger  
16 brother was living in St. Louis and I had gone to  
17 travel to see him because he was pretty ill at the  
18 time, so it had to have been -- and we didn't  
19 discuss; we kind of laughed about it. So  
20 personally, probably in February, end of January.

21 Q. And do you recall hearing about COVID in  
22 China?

23 MS. LUNDY: Objection.

24 A. I'm sure I did.

25 Q. And then there was an outbreak in Italy,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 correct?

2 MS. LUNDY: Objection.

3 A. I don't remember.

4 Q. And then, there came a time that you  
5 investigated whether hotels had to be closed as a  
6 result of the COVID pandemic, correct?

7 MS. LUNDY: Objection.

8 A. Did I investigate it? Clarify?

9 Q. Yeah. Did there ever come a time that you  
10 investigated whether or not hotels had to be closed  
11 as a result of the pandemic?

12 MS. LUNDY: Objection.

13 A. I don't know; I don't remember.

14 Q. Did you ever seek clarification from the  
15 Governor's office as to whether hotels were exempt?

16 MS. LUNDY: Objection.

17 A. I don't know that it would have been with  
18 the Governor's office; it probably would have been  
19 with our local Council, but I don't remember  
20 specifically.

21 Q. So I'm going to show you what we're going to  
22 be marking as Plaintiffs' Exhibit 2.

23 (Whereupon, an e-mail to Elizabeth Ortiz  
24 from info@news.hanyc.org dated 3-20-20 and  
25 Bates-stamped WarnerDEF000700 was marked as

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Plaintiffs' Exhibit 2 for identification, as of  
2 this date.)

3 Q. So Ms. Ortiz, I'm going to be showing you  
4 what's just been marked as Plaintiffs' Exhibit 2.  
5 Oh, wait. Actually, I gave you the wrong -- I'm  
6 sorry. Does that document refresh your  
7 recollection whether you sought clarification from  
8 the Governor's office as to whether hotels are  
9 exempt?

10 MS. LUNDY: Objection.

11 A. Yeah, but this wasn't from me; this was a  
12 communication from our local Council.

13 Q. Yes, but I'm asking you whether this  
14 refreshes your recollection as to whether you  
15 sought clarification.

16 A. To a degree.

17 MS. LUNDY: Objection.

18 A. I don't remember the specific e-mail, but I  
19 do remember the general idea around this at the  
20 time.

21 Q. Did you -- at that time, did you think that  
22 it was possible that the hotel would have to close  
23 to guests?

24 A. I don't know what I thought at that time.

25 Q. I'm also going to be showing you what is

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 marked as Plaintiffs' 3.

2 (Whereupon, an e-mail from NYF E-Mail to  
3 Rudy Tauscher dated 2-27-20 and Bates-stamped  
4 WarnerDEF000902 was marked as Plaintiffs'  
5 Exhibit 3 for identification, as of this date.)

6 Q. I'm going to be showing you what's been  
7 marked as Plaintiffs' Three, Bates-stamped  
8 WarnerDEF902. So did you ever see that e-mail  
9 before?

10 A. I mean, I must have. I'm listed in the user  
11 group. I don't remember it specifically, but  
12 again, I remember the general conversation.

13 Q. And what was the general conversation at  
14 that time?

15 A. Just that we were waiting for direction;  
16 like, you know, what was happening. It was so --  
17 it was so abrupt and so sudden and so -- it was an  
18 awful time, but I think that the likelihood of  
19 having to be closed due to the pandemic was  
20 becoming more and more realistic, whereas prior to,  
21 I don't know, in February, it was more of  
22 speculation.

23 Q. And would you agree with me that this e-mail  
24 that we just marked as Plaintiffs' 3 Bates-stamped  
25 WarnerDEF902 is dated February 27th, 2020, correct?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Yes.

2 Q. So at that time, would you agree with me  
3 that the likelihood that the hotel would be closing  
4 was more reasonably probable, correct?

5 A. I don't know that we knew at that time that  
6 we were going to shut down for sure. I think the  
7 focus was more on hygiene and cleanliness and if  
8 you're sick, stay home.

9 Q. So focusing your attention on the third  
10 paragraph, where it states, "I am looking...for  
11 official announcement such as school- or airport  
12 interruptions, and info from sister FS properties  
13 and FS Toronto," do you see that?

14 A. Yes, I do.

15 Q. Do you recall inquiring whether other  
16 entities would be closing at that time due to the  
17 COVID pandemic?

18 MS. LUNDY: Objection.

19 A. I don't recall specifically, but it's likely  
20 that it was. I didn't -- I mean, I don't recall  
21 specifically, but it's likely that we, you know,  
22 wanted to know what everybody else was doing,  
23 because that's just the collaborative effort of  
24 hotels.

25 Q. And did you get any information from FS

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 properties at that time?

2 MS. LUNDY: Objection.

3 A. I don't remember.

4 Q. And when it says "FS properties," they're  
5 referring to other Four Seasons properties,  
6 correct?

7 MS. LUNDY: Objection.

8 A. I can't testify to what he meant, but I  
9 assume that that's what he meant.

10 Q. Other than other Four Seasons properties,  
11 what do you think that could possibly mean, "FS  
12 properties"?

13 MS. LUNDY: Objection.

14 A. I don't know.

15 Q. Okay. I'm going to be showing you what's  
16 marked as Plaintiffs' 4, and I'm also going to be  
17 showing you what's going to be marked as  
18 Plaintiffs' 5.

19 (Whereupon, a 3-12-20 letter authored by  
20 Elizabeth Ortiz and Bates-stamped  
21 WarnerDEF003103 was marked as Plaintiffs'  
22 Exhibit 4, and an e-mail from Elizabeth Ortiz  
23 dated 3-13-20, Bates-stamped WarrenDEF003098,  
24 was marked as Plaintiffs' Exhibit 5 for  
25 identification, as of this date.)

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So focusing your attention to Plaintiffs' 4,  
2 Bates-stamped WarnerDEF3103, is that a letter from  
3 you?

4 MS. LUNDY: Objection.

5 A. Yeah. Well, I signed it, so yes.

6 Q. And does the top of that letter state Four  
7 Seasons Hotel New York?

8 A. It does.

9 Q. And the bottom of that letter states your  
10 name, Elizabeth Ortiz, correct?

11 A. That's correct.

12 Q. And underneath there, it states Director,  
13 People and Culture?

14 A. That's correct.

15 Q. And would you agree with me that this letter  
16 was sent providing guidelines to the employees,  
17 correct?

18 A. That's correct.

19 Q. And was this letter sent to all of the  
20 employees?

21 A. That would be my recollection.

22 Q. Is there any reason to believe that your  
23 recollection is not accurate?

24 A. The only reason it wouldn't have gone to all  
25 employees is if we had -- if they had not opened



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1     their e-mail or -- I don't know that we had all  
2     e-mail at that time, but this would have gone to  
3     all the e-mail boxes that we had, so yes, the  
4     intention was all employees.

5         Q.   And focusing your attention to what's just  
6     been marked as Plaintiffs' 5, Bates-stamped  
7     WarnerDEF3098, would that refresh your recollection  
8     whether this memo went to all employees?

9         A.   Yes.

10        Q.   So would it be fair and accurate to state  
11     that this memo went to all the employees working at  
12     Hotel 57 Services, LLC?

13        A.   So the e-mail would have gone to all the  
14     e-mail users of all employees, and then, it would  
15     have been posted and distributed throughout  
16     departments.

17        Q.   So you'd agree with me this was an important  
18     memo that you wanted all the employees of the Four  
19     Seasons Hotel to have, correct?

20        A.   Yes.

21        Q.   And this memo talks about health and safety,  
22     correct?

23        A.   Yes.

24        Q.   And also talking about quarantine and  
25     isolation and social distancing, correct?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Yes.

2 Q. And by the time that memo was sent, would  
3 you agree with me that it was reasonably  
4 foreseeable that the hotel may furlough their  
5 employees?

6 MS. LUNDY: Objection.

7 A. I don't -- I don't know. I don't think it  
8 was clear at the time; I think we've always had the  
9 intention of just -- to answer your question, I  
10 don't think it was clear at the time if we were  
11 going to furlough employees.

12 Q. Okay. So focusing on your attention for  
13 when the medical personnel were staying there, how  
14 many people were working at the hotel at that time?

15 A. At which period of time?

16 Q. At the time that the medical personnel were  
17 staying at the hotel.

18 A. I don't remember; I would have to look.

19 Q. Who was in charge of deciding how many  
20 employees would be working at the hotel at the time  
21 that the medical personnel were staying there?

22 A. I think it was a collaborate effort based on  
23 our health and safety protocol, and the health and  
24 safety protocol was established by International  
25 SOS, so based on what they -- based on their

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 recommendations, we would have had to scale the  
2 employee base around those recommendations.

3 (Whereupon, an e-mail chain between  
4 Rick Kaminskis and Frank Galasso, along with a  
5 chart, and Bates-stamped WarnerDEF002482 was  
6 marked as Plaintiffs' Exhibit 6 for  
7 identification, as of this date.)

8 Q. Ms. Ortiz, focusing your attention to what's  
9 just been marked as Plaintiffs' Exhibit 6,  
10 Bates-stamped WarnerDEF2482, does that refresh your  
11 recollection as to who was working there during the  
12 time that the medical personnel was staying at the  
13 hotel?

14 A. I don't remember the specific e-mail, but I  
15 would say that it's -- I would say that it's -- in  
16 line with what we needed at the time.

17 Q. Okay. So, Ms. Ortiz, you can see that  
18 you're CC-ed on the e-mail on the bottom, correct?

19 A. Uh-huh. Yes.

20 Q. So you did receive this e-mail, correct?

21 MS. LUNDY: Objection.

22 A. It would stand to reason that I did.

23 Q. And do you want to read the e-mail from  
24 Rick Kaminskis to us?

25 A. Yeah. "All, Please review the below and

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 attached to confirm your hourly staffing needs  
2 during the period of occupancy by medical staff.  
3 Be aware this will be communicated to ownership who  
4 will view this with a critical eye. This is not  
5 the time to staff up unnecessarily. Remember  
6 during this period we are in many ways less than a  
7 limited service property. Please get back to me  
8 today with any changes that you would like to  
9 make." And then, it lists the different employees  
10 and the different divisions.

11 Q. Ms. Ortiz, who is Rick Kaminskas?

12 A. He was the Director of Finance at the time.

13 Q. And when he states in this e-mail, "Remember  
14 during this period we are in many ways less than a  
15 limited service property," what do you think that  
16 means?

17 A. So limited service properties don't provide  
18 food and beverage; they are typically grab-and-go  
19 types of entities -- hotels, rooms-based only, and  
20 now, I remember we actually shut down food and  
21 beverage.

22 Q. So the medical personnel could not get any  
23 food and beverage while staying at the hotel; is  
24 that correct?

25 A. We did not have them in-house. We ordered

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 -- they had -- they could pick up two meals a day  
2 or one meal a day, I think; we had the food  
3 delivered; I don't remember from where, though.

4 Q. Was that for financial reasons?

5 A. No.

6 Q. What was the reason for that?

7 A. Health and safety.

8 Q. Was there financial impact on the hotel at  
9 the time that the medical personnel were staying  
10 there?

11 MS. LUNDY: Objection.

12 A. What do you mean by that?

13 Q. Was -- focusing your attention on this  
14 e-mail, it says "Be" -- it says, "Be aware this  
15 will be communicated to ownership who will view  
16 this with a critical eye." Do you see that?

17 A. Uh-huh.

18 Q. So why would Ownership view this with a  
19 critical eye?

20 MS. LUNDY: Objection.

21 A. Well, there's staffing guidelines based on,  
22 you know, revenue and production, and if we weren't  
23 generating any revenue, then the amount of staffing  
24 would be -- would be -- viewed from the perspective  
25 that we were no longer generating any revenue.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So after this e-mail, was the staff cut down  
2 in any way?

3 MS. LUNDY: Objection.

4 A. Well, yeah, it would have been, because we  
5 were closed.

6 Q. Right. But during the time that the medical  
7 personnel were staying there, did the staff ever  
8 decrease or increase or change in any way?

9 MS. LUNDY: Objection.

10 A. Yes.

11 Q. How did it change?

12 A. During the time that the medical staff was  
13 there?

14 Q. Yes.

15 A. We would have recalled employees.

16 Q. So would the staff have increased or  
17 decreased?

18 A. From the period of time that we closed due  
19 to the State mandate to the period of time that we  
20 reopened for the medical personnel, the staff would  
21 have increased.

22 Q. But after this e-mail and the complaint that  
23 "ownership who will view this with a critical eye,"  
24 did the staffing ever decrease?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. I don't know that that's a complaint. I  
2 think -- based on this chart specifically? It  
3 decreased from this chart?

4       Q. Yes. Did it decrease from this chart?

5       A. Oh. I don't know. In what period of time?

6       Q. So focusing your attention on the time that  
7 the medical personnel was staying at the hotel  
8 after this e-mail was received by all, did the  
9 staffing decrease?

10           MS. LUNDY: Objection.

11       A. I don't remember.

12       Q. And when did the hotel close for medical  
13 personnel?

14       A. I believe the end of June in 2020.

15       Q. And who decided to close the hotel for  
16 medical personnel?

17       A. It would have been a collaborative decision  
18 based on the needs of the medical community.

19       Q. Okay. Did the medical community ask the  
20 hotel to close the hotel for medical personnel to  
21 stay there?

22           MS. LUNDY: Objection.

23       A. I don't know. I don't think so.

24       Q. Would that not have been a decision by the  
25 hotel to make rather than the medical community?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. Yes, but to clarify what I meant, it would  
3 have been based on the needs of the medical  
4 community, not necessarily their decision, but  
5 based on their needs at the time, and I think we  
6 found that there were less and less medical staff  
7 requiring rooms.

8 Q. Is that because the COVID pandemic was  
9 getting better?

10 MS. LUNDY: Objection.

11 A. No. I don't know. I don't think it got  
12 better for a long time, but I don't know.

13 Q. So at the time that the medical personnel  
14 were no longer staying at the Four Seasons  
15 New York, did the number of employees decrease that  
16 were working for --

17 MS. LUNDY: Objection.

18 A. Most likely.

19 Q. -- working for the hotel?

20 A. Sorry. Most likely.

21 Q. And did it then go to this approximately 25  
22 employees that you say currently work there today?

23 A. I don't remember when that decreased. I  
24 actually really don't remember when that decreased.  
25 I would say, from my recollection, that we dwindled



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 down probably throughout 2020, because, I mean, our  
2 whole objective was to reopen, so we wanted to  
3 maintain a fair -- I mean, our intention was to  
4 reopen, so we didn't want to lose sight of that,  
5 and I don't remember when we finally determined  
6 that we would begin work on the property in  
7 anticipation of reopening for guests, but I don't  
8 specifically remember.

9 Q. When did the objective to reopen change not  
10 to reopen?

11 MS. LUNDY: Objection.

12 A. We've always wanted to reopen; it's just a  
13 matter of when. We've never been closed. We were  
14 closed to guests, but, I mean, the property is not  
15 closed; we're not open to the Four Season guests;  
16 the objective has always been to reopen.

17 Q. Right. But the property is not closed,  
18 because if the property completely closed down,  
19 that would actually be dangerous to the structure,  
20 correct?

21 MS. LUNDY: Objection.

22 A. I don't know. I'm not an engineer.

23 Q. But you speak to the engineers on a daily  
24 basis, correct?

25 A. I do. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And would you agree with me that if the  
2 property completely closed down without anyone  
3 being there, it would be dangerous to the structure  
4 of the building?

5 MS. LUNDY: Objection.

6 A. I still can't answer that question. I don't  
7 know.

8 Q. On a day-to-day basis, would you agree with  
9 me that people have to walk around and flush the  
10 toilets in the hotel?

11 A. Yes.

12 Q. And they would have to put on the showers in  
13 the hotel daily, correct?

14 A. Yes.

15 Q. And what else would they have to do daily in  
16 order to maintain the structure of the building?

17 MS. LUNDY: Objection.

18 A. I think I answered that question earlier.  
19 Just to -- general cleaning and safety and security  
20 of the building; I mean, ensuring the operation of  
21 the chillers and ensuring the operation of the  
22 various equipment, but I've lost track of your  
23 original question. I'm sorry. What was the  
24 original question?

25 Q. So my original question was, when did the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 objective change from wanting to reopen the hotel  
2 to not reopening the hotel?

3 MS. LUNDY: Objection. Asked and answered.

4 A. We never not wanted to reopen the hotel.

5 Q. So why is the hotel not open?

6 MS. LUNDY: Objection.

7 A. Well, right now, I mean, we're going through  
8 -- we've -- we're redoing a lot of the bathrooms,  
9 and we've got major -- we've got elevator  
10 modernization going on; we are -- we've actually  
11 just redone most of the bathroom showers; we've  
12 installed overflow triggers in the HVAC system  
13 within each room to prevent an overflow of the HVAC  
14 -- the condensation from the HVAC systems; we have  
15 a fire panel modernization that is taking place; we  
16 have -- so these are all in preparation to reopen;  
17 we wouldn't be doing any of that if we weren't  
18 intending on reopening. So the structure -- I  
19 think the elevator modernization is almost  
20 complete, the work in the bathrooms -- I think  
21 they're starting Phase Two with the work in the  
22 bathrooms, which is -- involves -- Sheetrocking --  
23 involves just Sheetrock placement -- and that  
24 should be starting. So we've spent -- you know,  
25 we've redone all the shower stalls in the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1     bathrooms. So there's a lot of mechanical and  
2     foundational work that has been taking place in  
3     preparation to reopen.

4           Q. And when was this decision made that  
5     renovations had to be done prior to reopening?

6           A. I don't remember.

7           MS. LUNDY: Note my objection.

8           A. I don't remember. Maybe in the middle of  
9     2021.

10          Q. Who made that decision?

11          A. It would have been collaborative. I mean --

12          Q. Was FSR International Hotels Inc. part of  
13     that decision to renovate prior to any reopening of  
14     the hotel?

15          A. I don't know.

16          Q. Was Hotel 57 Services, LLC part of that  
17     decision to renovate prior to reopening the hotel?

18          A. Well, the operating decisions are made at  
19     the property level, so I would -- it would stand to  
20     reason that yes, but I can't speak to it  
21     specifically.

22          Q. Was Hotel 57, LLC part of the decision to  
23     renovate prior to reopening the hotel?

24          A. I would imagine; I mean, it's reasonable,  
25     but I don't remember specifically.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Was Ty Warner Hotels & Resorts, LLC part of  
2 the decision to renovate the hotel prior to  
3 reopening the hotel?

4 A. It would stand to reason, but I don't know  
5 specifically.

6 Q. Was H. Ty Warner personally part of the  
7 decision to renovate the hotel prior to reopening  
8 the hotel?

9 A. I have no idea.

10 Q. And now that you don't have a general  
11 manager to report to, who do you report to?

12 A. Myself. I have a dotted line to our  
13 Regional Director of People and Culture, but on  
14 day-to-day operational things, we collaborate  
15 within the property, and also, I suppose my direct  
16 report is -- would be -- Antoine Chahwan.

17 (Whereupon, a discussion was held off the  
18 record.)

19 Q. Back on. Is it your testimony that you  
20 report directly to Antoine Chahwan?

21 A. It depends on the circumstance.

22 Q. When is it that you report directly to  
23 Antoine Chahwan?

24 A. Well, from the property level to the  
25 operators, anything that would have to do with the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 operation, including fiscal decisions or labor  
2 decisions; they're still the operators.

3 Q. When you say "labor decisions," what do you  
4 mean?

5 A. Just with respect to staffing and -- but  
6 that's even collaborative with the Regional  
7 Director of Finance and --

8 Q. So when you say "with respect to staffing,"  
9 is it your testimony that Mr. Antoine Chahwan has  
10 to approve any changes to staffing?

11 A. At this juncture, right now, it's not just  
12 him, but it would be a discussion between him and  
13 the Financial Division.

14 Q. What role does he have in approving labor  
15 decisions?

16 A. I mean, as an operator, he has a vested  
17 interest in making sure that the property  
18 management is making the right decisions with  
19 respect to the labor costs and the financial  
20 impact.

21 Q. Why is that?

22 A. Because they're the operator; he works with  
23 the operator.

24 Q. Why is that important to the operator?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. It's their fiscal responsibility.

2 Q. And the other person that you mentioned in  
3 the Financial Division, who is that?

4 A. Oh, I don't know that I mentioned someone by  
5 name. That would be our Regional Director of  
6 Finance, our Director of Finance; there is a  
7 Vice President of Finance -- I'm not sure of all  
8 the titles; I know where they are in the hierarchy,  
9 but I don't know the specific titles.

10 Q. And who are those people employed by?

11 MS. LUNDY: Objection.

12 A. I don't know. I mean, I would assume the  
13 operator, but I don't know.

14 Q. Do you know if they're employed by Hotel 57  
15 Services, LLC?

16 A. I don't.

17 Q. Do you know if they're employed by FSR  
18 International Hotel Inc.?

19 A. I don't.

20 Q. Do you know where they're based out of?

21 A. It depends on the person.

22 Q. Are any of those people based out of  
23 Toronto?

24 MS. LUNDY: Objection.

25 A. Not that I know of.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Are any of them based out of Texas?

2 A. One that I know -- I'm not sure where the --  
3 what the regional -- or the vice -- what the --  
4 Antoine is based out of Texas; of that I'm certain.

5 Q. Is there anyone at Hotel 57 Services, LLC  
6 that's supervises you at all?

7 A. On the property level?

8 Q. On any level.

9 A. That would be the people that I just  
10 mentioned. I mean, on a regular, daily basis, I  
11 mean, we're executive leaders that have had vast  
12 responsibilities over certain divisions, so I don't  
13 know that supervision is something that's required  
14 on a daily basis, but we do have a reporting  
15 structure and a responsibility to those people that  
16 I just mentioned.

17 Q. And as part of the reporting structure, you  
18 do report to Antoine Chahwan, correct?

19 A. For specific things, yes.

20 Q. And is he an employee of Hotel 57  
21 Services, LLC?

22 A. I don't know.

23 Q. And who would know that?

24 MS. LUNDY: Objection.

25 A. I don't know.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Ms. Ortiz, as the Director of People and  
2 Culture, would you know everyone who is employed by  
3 Hotel 57 Services, LLC?

4 MS. LUNDY: Objection.

5 A. No.

6 Q. Who would know that from Hotel 57  
7 Services, LLC?

8 MS. LUNDY: Objection.

9 A. I mean, I don't know; that's a broad  
10 question. Like, I would look -- I could look at  
11 the system -- our HRIS system -- but I don't know  
12 who are the entities -- I mean, there's so many  
13 different business entities; I don't know who is  
14 employed under what entity. I know who is employed  
15 and/or furloughed on the property level, but I  
16 would have to review to confirm; I can't tell you  
17 off the top of my head, "Oh, yeah. He works for  
18 Hotel 57 Services." "He doesn't." You know?

19 Q. Is it because those entities work  
20 collectively that you don't know who works for  
21 which entity?

22 MS. LUNDY: Objection.

23 A. I don't know that that's the reasoning, I  
24 think. Because of all the different business  
25 entities, I think different people work under

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 different entities, so I don't know -- like, I  
2 don't know -- who's employed by what entity; I only  
3 know what I know based on the operation.

4 Q. But you would agree with me that these  
5 entities, like the operator and the owner, they  
6 work collaboratively to run the hotel, correct?

7 A. I think that's stands to reason. Yes.

8 Q. I'm sorry?

9 A. It stands to reason. Yes.

10 Q. Is there any reason you think they don't  
11 work collaboratively to run the hotel?

12 A. No.

13 Q. And did they work collaboratively when it  
14 came to making the decision to furlough the  
15 employees that worked for the Four Seasons  
16 New York?

17 MS. LUNDY: Objection.

18 A. I would imagine so.

19 Q. When you say you would imagine so, what do  
20 you mean?

21 A. It's reasonable to assume that because we  
22 work collaboratively, it would have been a  
23 collaborative decision, but I can't specifically  
24 say, because I wasn't exactly in the room when the  
25 decision was made; I was given direction -- I would

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 have been given direction -- but it would stand to  
2 reason that the different entities, because we do  
3 work collaboratively, would have been involved in  
4 the decisionmaking.

5 Q. And when you say you were told, who were you  
6 told by of the decision?

7 MS. LUNDY: Objection.

8 A. Well, at the time, it would have come from  
9 the General Manager.

10 Q. And did that decision to furlough employees  
11 come from the General Manager to you?

12 A. No, it was a collaborative discussion based  
13 on the need to close. I mean, we were not going to  
14 keep employees if we were closed.

15 Q. Did Mr. Tauscher tell you that you were  
16 going to furlough employees at the Four Seasons  
17 New York?

18 MS. LUNDY: Objection.

19 A. I think you've already asked that question.  
20 It would have been a collaborative decision; I  
21 mean, I guess so, but we would have that discussion  
22 based on what the State had mandated.

23 Q. No. But my question to you is, was it  
24 Mr. Tauscher that gave you the decision that was  
25 made to furlough employees?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. No, it was a collaborative discussion, like  
3 to sit down and it's, like, "What are we going to  
4 do?". I mean, it's a business plan, right? So if  
5 you're not generating revenue, you have to reduce  
6 the costs, so logically thinking, you're not  
7 generating revenue, how far can you reduce the  
8 cost, including labor, right? So it's not like  
9 somebody said, like, "Oh, we got to lay off  
10 everybody." It's, like, "We're not generating  
11 revenue; we don't have services; the U.N.'s not in  
12 session; the Philharmonic is closed; Broadway's  
13 closed." I mean, it's just a natural business  
14 progression that if you're not generating the  
15 revenue, you're going to have to reduce the costs.  
16 So I don't know who specifically said that; it's  
17 just -- it's, like, common sense that you would  
18 make that reduction.

19 Q. And when is it first that you were aware  
20 that the hotel was not generating revenue?

21 MS. LUNDY: Objection.

22 A. So that would have been on March 20th, and I  
23 specifically remember March 20th, because that was  
24 the last day that we were open to the public simply  
25 because of the directive from the State, and the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 reduction was primarily made in food and beverage,  
2 because all of the food and the food operations  
3 closed at the direction from the State; it was,  
4 like, listed nonessential, and I remember it was,  
5 like, nonessential. Well, is it essential to have  
6 a restaurant? No. Is it essential to have  
7 somebody that can clean the bathrooms? Yes. So it  
8 was a whole discussion, seriously, between  
9 essential and nonessential, so much so to the point  
10 that I wrote multiple letters to different  
11 individuals allowing them access. It wasn't a  
12 decision we made; I think that's what I'm trying to  
13 explain. We didn't make that decision; we had to  
14 make that decision because of the mandate from the  
15 State, and then, for obvious business reasons down  
16 the road, from a financial perspective, we had to  
17 continue making that decision.

18 Q. Okay. So by March 20th, 2020, was it  
19 reasonably foreseeable that the employees working  
20 for the Four Seasons New York would have to be  
21 furloughed?

22 MS. LUNDY: Objection.

23 A. So that was a mandatory closure. It was  
24 requested by the State of New York to close; it was  
25 March 20th. Governor Cuomo issued the mandate

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 around that time. Yes.

2 Q. So my question to you is, by March 20th,  
3 2020, was it reasonably foreseeable that the  
4 employees working at the Four Seasons New York  
5 would have to be furloughed?

6 MS. LUNDY: Objection.

7 A. It was foreseeable that we would need to  
8 close and therefore reduce costs.

9 Q. And furlough the employees, correct?

10 MS. LUNDY: Objection.

11 A. Cost reduction. Sorry. That's part of cost  
12 reduction, right?

13 Q. And we spoke about some renovations  
14 previously during this deposition, correct?

15 A. Uh-huh. Yes. Sorry.

16 Q. And you would agree with me that prior to  
17 March of 2020, renovations were already being  
18 conducted in the hotel, correct?

19 MS. LUNDY: Objection.

20 A. I don't know.

21 Q. During the time that you worked for the Four  
22 Seasons New York, do you ever recall any  
23 renovations being conducted prior to 2023, 2022,  
24 and 2021?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. I do not. I only arrived in October of  
2       2019.

3       Q. After arriving and working at the Four  
4       Seasons New York, did you ever know of any  
5       renovations to be conducted at the hotel?

6       A. Not at that time.

7       Q. When was the first time that you knew  
8       renovations needed to be conducted at the Four  
9       Seasons New York?

10      A. I want to say mid-year 2021.

11               (Whereupon, an e-mail chain between  
12      John Johnson and Elizabeth Ortiz dated 4-28-20  
13      and Bates-stamped WarnerDEF007353 was marked as  
14      Plaintiffs' Exhibit 7 for identification, as of  
15      this date.)

16      Q. Ms. Ortiz, I'm going to be showing you what  
17      we've just marked as Plaintiffs' Exhibit 7 and give  
18      you some time to review that. Does that refresh  
19      your recollection as to any renovations that were  
20      done prior to 2021 at the Four Seasons New York?

21               MS. LUNDY: Objection.

22      A. I'm trying to remember what that was.

23      Q. So for the record, what I've just marked as  
24      Plaintiffs' Exhibit 7, that's Bates-stamped  
25      DEF7353.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. You know, that might have been -- that looks  
2       like -- so that looks like the cafeteria, so I  
3       think what was happening at the time -- so we  
4       didn't have any -- did we have food service? No,  
5       we didn't have any food services, and employees --  
6       I don't remember when we closed the cafeteria, but  
7       in anticipation of reopening, one of the things  
8       that we wanted to do was thinking through -- I  
9       think there was this whole six feet apart and  
10      partitions, and so, I think the decision was  
11      collectively made to, like, rework the cafeteria;  
12      and if we were going to rework the cafeteria, then  
13      the decision was made to replace the ceiling tiles  
14      and replace the floor tiles. Also, in anticipation  
15      of maybe having to change the way we operated a  
16      cafeteria, we structurally moved the lines, meaning  
17      the service lines; the idea was to move the service  
18      lines, that there would be respect given to  
19      distance between employees and the seating areas.  
20      So in anticipation of reopening, we thought that --  
21      you know, the cafeteria, because we would have to.  
22      You know, there was that whole thing with the  
23      partitions and staying away from people six feet,  
24      and so on, so this is -- I'm just trying to see --  
25      this employee (indicating), I believe, is one of



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 the carpenters, so that would have been the  
2 employee cafeteria.

3 Q. So you'd agree with me that renovations were  
4 done prior to 2021, correct?

5 MS. LUNDY: Objection.

6 A. 2021? I don't know if it was renovations;  
7 we were just restructuring the cafeteria to make  
8 accommodations for what we thought would be the new  
9 way of serving food.

10 Q. Would you agree with me that at the top of  
11 the page, it states John Johnson sent you an  
12 e-mail; you're Elizabeth Ortiz, correct?

13 A. To John -- no, I would have sent that.

14 Q. Oh. So you sent that to John Johnson,  
15 correct?

16 A. That would have been from -- so this looks  
17 like -- who sent this? Oh, this is just a  
18 conversation based on the bottom e-mail: "Say  
19 goodbye to the old ceiling!!", and then the chef  
20 says great and I said "Nice."

21 Q. So the old ceiling was replaced, correct?

22 MS. LUNDY: Objection.

23 A. Well, yeah, I just said that. We had  
24 decided, because the anticipation was that we would  
25 have to adapt a whole new way of food service that

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 when we were doing the restructuring of the  
2 cafeteria, we would replace the ceiling tiles and  
3 the ceiling -- and/or the floor tiles. I don't  
4 know if it was a renovation; it was a replacement  
5 of tiles.

6 Q. Would you consider the replacement of tiles  
7 a renovation?

8 MS. LUNDY: Objection.

9 A. No, because we replace tiles all the time.

10 Q. Okay. Is the replacement of wallpaper  
11 considered a renovation?

12 MS. LUNDY: Objection.

13 A. No, I think -- we look at renovation as  
14 full-on structural changes, so no, I don't think  
15 so.

16 Q. So --

17 A. Unless you do it on a high volume, but  
18 that's -- in our industry, that would be called a  
19 soft good replacement; it's not so much a  
20 renovation. Renovations are structural; like, my  
21 understanding of, like, a renovation is when there  
22 are structural changes made.

23 Q. Like moving beams? Is that what you mean?

24 A. Correct, or, you know, breaking marble or  
25 removing equipment, moving equipment.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So replacement of rugs would not be  
2 considered renovation, correct?

3 MS. LUNDY: Objection.

4 A. Not -- no, because I think that's carpet  
5 replacement, but then -- I mean, I'm not a designer  
6 -- my understanding of renovations is when there  
7 are structural changes made. Soft good replacement  
8 is carpeting, wallpaper, bookshelves, bedroom sets;  
9 that's not a renovation; that's like a soft -- I  
10 don't know the term -- soft goods, I think.

11 Q. So what that hotel is doing now, is that  
12 considered renovations?

13 MS. LUNDY: Objection.

14 A. Yeah, there are structural changes being  
15 made.

16 Q. Are beams being moved?

17 A. I don't know specifically. I know that we  
18 are redoing the bathrooms. I mean, there's  
19 significant -- significant changes structurally, I  
20 mean, just based on the removing of marble and,  
21 like, redoing the bathrooms, so that's my  
22 understanding, yes.

23 Q. So when you remove marble, isn't that the  
24 same thing as removing a tile?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. No, but it is a structural change.

2 Q. How so?

3 A. It's in the structure. You have to get  
4 jackhammers, you have to remove the walls, you have  
5 to remove the concrete, you have to rebuild the  
6 space in which it's located, really, is what  
7 they've been doing, is breaking apart the space,  
8 reinserting the shower pads and then rebuilding --  
9 replacing the concrete, replacing the marble,  
10 replacing -- making sure that there's no leakage,  
11 and then replacing the ceilings.

12 Q. And how many bathrooms have they done that  
13 for?

14 MS. LUNDY: Objection.

15 A. I don't know off the top of my head. I  
16 mean, we're almost done with probably the whole  
17 hotel; I just don't -- so that would be -- I don't  
18 know if they've done all 368 rooms or not.

19 Q. So you're almost done with the renovations  
20 of the whole hotel?

21 MS. LUNDY: Objection.

22 A. No, no, just with the -- just that breakage  
23 of the marble.

24 Q. What else is left to do --

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. -- at the hotel related to renovations?

2 MS. LUNDY: Objection.

3 A. I don't know specifically.

4 Q. Who would know that?

5 A. I don't know. I mean, it depends on what  
6 else we decide to do. I mean, I don't know.

7 MS. LUNDY: Do you need a break?

8 THE WITNESS: Yes, please.

9 (Whereupon, a break was taken at 12:16 p.m.,  
10 and the deposition resumed at 12:17 p.m.)

11 Q. So you were just testifying about bathrooms  
12 being done. Were they all being done at the same  
13 time, or were a few bathrooms being done at one  
14 time?

15 A. Well, no, they can't be done -- just not all  
16 at the same time. Floor by floor, I think. Yeah.

17 Q. Were all the bathrooms on a particular floor  
18 being done at one time?

19 A. That's my understanding.

20 Q. Do you walk around the floors to see what's  
21 being done?

22 A. I have.

23 Q. Because you're the only person left in the  
24 building, correct?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. I'm just kidding. Do you walk around the  
2 floors to see what's being done related to  
3 renovations?

4 A. I just said yes. Yes.

5 Q. So you would know whether all the bathrooms  
6 are being done at the same time on each floor,  
7 correct?

8 MS. LUNDY: Objection.

9 A. Not specifically. I mean, that's not my  
10 area of expertise. I mean, from a  
11 People-and-Culture perspective, I check on the work  
12 -- on the work -- that the employees are doing,  
13 like, what are they doing, but I don't have  
14 specific engineering or building knowledge to know  
15 specifically, you know, what work has been  
16 completed; I know the general idea of what needs to  
17 be done.

18 Q. And is there a director of engineering that  
19 supervises the work?

20 A. No.

21 Q. Does anybody supervise the work that's being  
22 done for the renovations?

23 A. Yes. It's a collaborative effort between  
24 not so much me, but the Director of Engineering has  
25 taken on that role. The Director of -- sorry --

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Security.

2 Q. So the Director of Security now supervises  
3 the renovations at the hotel?

4 A. Correct.

5 Q. And who's that?

6 A. Steve Taplan.

7 Q. So is it correct to say that there is no  
8 acting General Manager at the hotel, correct?

9 MS. LUNDY: Objection.

10 A. I've answered that before. No, there isn't.

11 Q. So I understand there's no General Manager;  
12 I'm asking if there's no acting General Manager.

13 MS. LUNDY: Objection.

14 A. No, not specifically.

15 Q. Are you acting as an acting General Manager  
16 at this point?

17 MS. LUNDY: Objection.

18 A. I am the point of contact for the building  
19 in collaboration with the Director of Security.

20 Q. When you say you're the point of contact --

21 A. If there are any inquiries --

22 Q. -- who is contacting you?

23 A. Whether it's the -- we still have our  
24 Ask Four Seasons e-mail open, so whether it's  
25 outside entities looking for reservations or

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 vendors that need entrance into the building or  
2 employees that need to come and pick up things from  
3 their lockers or things like that, I would be the  
4 point of contact, in connection with Steve Taplan.

5 Q. And when did Steve --

6 A. Taplan.

7 Q. -- Taplan, when did he start working for the  
8 hotel?

9 A. I don't know. He's been there many, many  
10 years; I don't know the specific hire date.

11 Q. Was he there when you were hired to be the  
12 Director of People and Culture?

13 A. Yes.

14 Q. Do you know what date you became aware that  
15 the employees at Four Seasons New York would have  
16 to be furloughed?

17 MS. LUNDY: Objection. Asked and answered.

18 A. Yeah, I think I've answered that question  
19 several times.

20 Q. No, those were different questions. I'm  
21 asking you the exact date that you knew that people  
22 working at the Four Seasons New York were going to  
23 be furloughed.

24 MR. WAGNER: Objection.

25 A. I don't remember.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And upon furloughing the employees at the  
2 Four Seasons New York, did you know whether there  
3 were certain protocol that had to be followed in  
4 relation to those furloughs?

5 MS. LUNDY: Objection to the extent that the  
6 question seeks privileged information under the  
7 advice of Counsel; Ms. Ortiz can otherwise  
8 answer.

9 A. I would imagine. Yes.

10 Q. And what were those protocols that you have  
11 to follow?

12 MS. LUNDY: Same objection.

13 A. So we have a Collective Bargaining  
14 Agreement, and under the Collective Bargaining  
15 Agreement, there's notice that needs to be made  
16 under the provisions given, and we really didn't  
17 know at the time whether or not the provisions of  
18 the WARN Act applied, but we proceeded to -- that  
19 was at the advice of Counsel that we prepared for  
20 distribution, but the distribution -- because we  
21 were so unsure as to what was happening at the  
22 time, the distribution probably wasn't specific; I  
23 mean, there was no 60-day advance notice; I mean,  
24 we didn't have -- it was just impossible, but it  
25 wasn't just us; it was, like, every other business

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 entity in the City that was in that same position.

2 MS. LUNDY: Ms. Ortiz, please be mindful of  
3 your testimony, not sharing guidance provided by  
4 Counsel.

5 THE WITNESS: Okay.

6 Q. So Ms. Ortiz, you mentioned a Collective  
7 Bargaining Agreement in relation to the furloughs.  
8 Can you explain how that the Collective Bargaining  
9 Agreement related to the furloughs?

10 A. Well, it's a provision of the Collective  
11 Bargaining Agreement that you give advance notice  
12 to any reduction in workforce. Whether it's a  
13 full-schedule layoff or if it's a reduced workweek,  
14 you have to provide one week's notice.

15 Q. Did the Four Seasons New York provide one  
16 week's notice to the employees that were furloughed  
17 under the Collective Bargaining Agreement?

18 MS. LUNDY: Objection.

19 A. No. We couldn't have. I mean, everything  
20 was so immediate; it was like from one day to the  
21 next; it's like you're open, you're not open,  
22 closed.

23 Q. And do you remember what date that was where  
24 the union employees were placed on furlough?

25 A. The last day of operation was March 20th.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 When anyone was placed on furlough, I mean, it  
2 would have been around that same time, because we  
3 didn't provide a week's notice as per the  
4 Collective Bargaining Agreement; I think we paid  
5 out that following week's schedule in lieu of  
6 notice.

7 Q. When you say you paid out the following  
8 week's schedule, what does that mean?

9 A. Well, under the Collective Bargaining  
10 Agreement, we didn't have the -- we didn't have the  
11 -- luxury of providing advance notice, so as a --  
12 to do the right thing and to also abide by the  
13 Collective Bargaining Agreement, anybody that was  
14 scheduled to work that following week -- so it  
15 might have been the 20th, 21st, 22nd, the week  
16 beginning -- well, our workweek begins on  
17 Saturdays, so that would have been the schedule  
18 beginning March 21st, and again, that was -- that  
19 wasn't a decision we made to furlough; that was  
20 based on the fact that we were instructed --  
21 mandated -- by the State to close. I want to  
22 clarify. We didn't make that decision; we were  
23 instructed to shut down the entity. And this goes  
24 back to what I said before: it's a logical  
25 business progression that if you're not generating

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 revenue, you have to reduce cost.

2 Q. So is it your testimony that the union  
3 employees were paid for a week of work for a week  
4 they actually didn't work?

5 MS. LUNDY: Objection.

6 A. Yeah, but that's industry practice in the --  
7 if -- typically, and -- yeah. Yes.

8 Q. And were they paid for a week of work based  
9 on the Collective Bargaining Agreement --

10 MS. LUNDY: Objection.

11 Q. -- or some other reason?

12 A. It's an industry practice. If you don't  
13 provide advance notice for any schedule changes,  
14 it's typically the right thing to do. I don't know  
15 under what -- I mean, it was just such a crazy  
16 time; you wanted to do the right thing; it's like  
17 everybody was in shock.

18 Q. Ms. Ortiz, was that also provided to  
19 nonunion employees that were not part of the  
20 Collective Bargaining Agreement?

21 MS. LUNDY: Objection.

22 A. We did everything that we could at that time  
23 to ensure people had some kind of income. I would  
24 say yes for that following week; if there was  
25 anybody that was laid off, even nonunion, I would

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 -- I don't remember -- I don't remember, but I  
2 would say, like, wanting to do the right thing at  
3 that time, anybody that was given such short  
4 notice, we would have -- we would have -- paid out  
5 that following week's schedule.

6 Q. But do you know whether the following week's  
7 schedule was paid out for nonunion employees?

8 MS. LUNDY: Objection.

9 A. I don't recall at this moment.

10 Q. Do you have some sort of documents that  
11 would show whether that was done?

12 MS. LUNDY: Objection.

13 A. Payroll.

14 MS. RISMAN: We would request payroll for  
15 that following week for nonunion employees.

16 MS. LUNDY: Please follow up in writing, and  
17 we'll take it under advisement.

18 Q. And you mentioned that you were aware that  
19 you had to provide notice to the furloughed  
20 employees under the WARN Act, correct?

21 MS. LUNDY: Objection.

22 A. At some point, yes.

23 Q. When did you provide the WARN notice to the  
24 furloughed employees?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. I don't remember. What ended up happening  
2       is, we closed, we gave verbal notice of layoff, and  
3       then, we reopened, and there was a lot -- I know  
4       that it's not just our business entity; I know a  
5       lot of operations -- and I know we're not talking  
6       about other operations, but it wasn't just us; it  
7       was just at that time, there were so many different  
8       things going on for us, it was, like, "Are we going  
9       to reopen? If we're going to reopen, then we don't  
10      want to lay off the staff, and if we're not going  
11      to lay off the staff, then we don't need to issue  
12      the WARN letters until" -- I don't know, I don't  
13      remember. But there was definitely a period of  
14      time where we were -- I mean, everything was very  
15      uncertain, and I don't recall when we made the  
16      decision to issue the letters to the larger -- when  
17      I say the "larger group," those nonessential  
18      workers that we knew would not be recalled,  
19      although -- well, let me just stop there.

20      Q. Okay. You had testified that you reopened.  
21      What do you mean that the hotel reopened?

22      A. Well, we've been talking about it, of when  
23      we reopened to the medical community.

24      Q. I just wanted to make sure that that's what  
25      you were talking about.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Yes.

2 Q. So when you said you reopened, you're  
3 talking about reopening to the medical community,  
4 correct?

5 A. Yes.

6 Q. And then, after you closed to the medical  
7 community, you would agree with me that the Four  
8 Seasons New York never reopened again, correct?

9 MS. LUNDY: Objection.

10 A. We've never been closed; we're just not open  
11 to guests. We're still open.

12 Q. You'd agree the hotel's not open for  
13 business?

14 MS. LUNDY: Objection.

15 A. We are not open for business? That's  
16 correct.

17 MS. LUNDY: Can we break here? It's 12:30.

18 Q. Just one more question. So you had said  
19 that it was industry practice to pay the employees  
20 one week's salary, correct?

21 MS. LUNDY: Objection. Go ahead. I think  
22 that it was characterized as union employees.

23 Q. So -- okay. I'll ask a different question.  
24 You said it was industry practice to pay, I  
25 thought, everybody one week's salary; is that not

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 correct?

2 A. Within the union, if you're not providing  
3 advanced notice of the schedule, industry practice  
4 is to at least provide a week's worth of pay in  
5 lieu of notice. At the time, and I think I said, I  
6 don't recall; knowing myself and wanting to do the  
7 right thing, I would have wanted to ensure that we  
8 paid everyone a week's worth notice, and I'm  
9 thinking that we did, but I don't remember.

10 Q. And who approved that pay?

11 A. It would have been a collaborative approval.

12 Q. Is there a final decisionmaker that approves  
13 pay like what you're describing?

14 MS. LUNDY: Objection.

15 A. No. It would be amongst the Executive  
16 Committee. Do we need to -- I mean, under the  
17 Collective Bargaining Agreement, I don't know that  
18 there's much of a decision to be made; I mean, it's  
19 just industry practice that that's what you do.

20 Q. Ms. Ortiz, when it comes to nonunion  
21 employees, who would have been the final  
22 decisionmaker to approve a week's worth of salary?

23 A. We would have, just like we did for, like,  
24 continuing their benefits and everything else. I  
25 mean, we made the effort to do the right thing, so



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 collectively, it would have been a collective  
2 agreement amongst the executive leadership of the  
3 hotel, which included the General Manager, myself,  
4 Director of Finance, Director of Sales and  
5 Marketing, Director of Engineering, Director of  
6 Rooms, and Director of Food and Beverage.

7 Q. Thank you.

8 MS. RISMAN: We can break now.

9 (Whereupon, a lunch break was taken at  
10 12:34 p.m., and the deposition resumed at  
11 1:27 p.m.)

12 (Whereupon, the requested portion of the  
13 record was read back.)

14 Q. Ms. Ortiz, would you agree with me that  
15 payment of that type of salary would require  
16 Ownership approval?

17 A. You know, there's a threshold with the -- I  
18 don't know. I don't know.

19 Q. Okay.

20 MS. RISMAN: This is Plaintiffs' 8  
21 (indicating).

22 (Whereupon, an e-mail chain dated 6-1-20 and  
23 Bates-stamped WarnerDEF000899 was marked as  
24 Plaintiffs' Exhibit 8 for identification, as of  
25 this date.)

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So, Ms. Ortiz, focusing your attention to  
2 Plaintiffs' 8, which is Bates-stamped WarnerDEF899,  
3 have you ever seen that e-mail exchange?

4 A. I mean, I wrote it. I don't remember  
5 specifically writing it, but it's got my name and  
6 my e-mail address, so -- I remember the discussion  
7 regarding this; I don't remember this specifically,  
8 but I do remember the discussion around these --  
9 the head count.

10 Q. So focusing your attention on what's been  
11 marked as Plaintiffs' Exhibit 8, would you agree  
12 with me that it states there that severance pay  
13 does require Ownership approval? And that's in the  
14 first part of the document on the top; it says,  
15 "Dear Cathy, Please see below e-mail," and then,  
16 the second sentence says, "Rick will be sending a  
17 list of employees/positions, under separate cover,  
18 that qualify for severance pay and which require  
19 ownership approval." Do you see that?

20 A. Okay. I do.

21 Q. So would you agree with me that severance  
22 pay doesn't require Ownership approval?

23 MS. LUNDY: Objection.

24 A. I mean, that's what that says. I don't know  
25 what he meant by that, but I think that -- I think

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 it would depend on the circumstances; certainly,  
2 that's what that says, but I assume that's what we  
3 meant; I don't know specifically if that's what he  
4 meant.

5 Q. So in -- on June 1st, 2020, do you believe  
6 that Ownership was -- Ownership approval was  
7 required for severance pay?

8 MS. LUNDY: Objection.

9 A. I can only confirm that that's what that  
10 says; I don't know specifically.

11 Q. What is your knowledge about the severance  
12 that was given out at or about June of 2020 to  
13 employees working at Four Seasons New York?

14 MS. LUNDY: Objection.

15 A. I don't think we paid any severance in June  
16 of 2020.

17 Q. And would you know whether or not Hotel 57  
18 Services, LLC paid any severance at that time?

19 A. I would need to -- I would need to go back  
20 and look, but I don't believe so. I could be  
21 wrong.

22 Q. So focusing your attention to the bottom  
23 portion of that document, it says, "Rudy, Please  
24 see attached as discussed. As discussed:  
25 Currently, there are 398 employees on lay-off, 57

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 employees on a reduced work work and 79 employees  
2 currently working." Do you see that?

3 A. I do.

4 Q. Do you know that statement to be true and  
5 accurate?

6 MS. LUNDY: Objection.

7 A. It would have been through a head count at  
8 the time I wrote it, and I'm in charge of the head  
9 count, so I would say that's pretty accurate.

10 Q. And the 57 employees on the reduced  
11 workweek, were those nonunion employees?

12 A. I don't remember.

13 Q. Who would know that?

14 A. I would have to look, but I don't remember.

15 Q. Where would you look?

16 A. Probably schedules.

17 Q. And what type of schedules in particular?

18 A. Just the employees' schedules whether or not  
19 they were put on layoff or not or payroll.

20 Q. And if they were put on layoff, would that  
21 also show reduced work schedules?

22 A. Yes.

23 Q. And you kept records of that when they were  
24 given a reduced work schedule?

25 A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 Q. And so, you'd agree with me that the e-mail  
3 exchange was with Cathy Hwang, correct?

4 A. Yes. It looks that way. Yes.

5 Q. And do you see Cathy Hwang's e-mail address?

6 A. I do.

7 Q. And what is that?

8 A. Chwang@tymail.com.

9 Q. Do you know what tymail.com is?

10 A. No.

11 Q. Did you ever question what that e-mail was?

12 A. No.

13 MS. LUNDY: Objection.

14 Q. And is that always the e-mail that  
15 Ms. Cathy Hwang uses when she corresponds in  
16 e-mails with you?

17 MS. LUNDY: Objection.

18 A. I don't know; I don't pay attention to it.

19 Q. Now I'm going to be showing you what's  
20 marked as Plaintiffs' Exhibit 9.

21 (Whereupon, a two-page e-mail chain  
22 Bates-stamped WarnerDEF000917 through  
23 WarnerDEF000918 was marked as Plaintiffs'  
24 Exhibit 9 for identification, as of this date.)

25 Q. Ms. Ortiz, I'm going to be showing you

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 what's just been marked as Plaintiffs' 9, and you'd  
2 agree with me that that's an e-mail exchange  
3 between you and Mr. Rudy Tauscher, correct?

4 MS. LUNDY: Objection.

5 Q. That is also an e-mail exchange between  
6 Cathy Hwang and Rudy Tauscher --

7 MS. LUNDY: Objection.

8 Q. -- and other recipients. Do you see that?  
9 Ms. Ortiz, do you see the e-mail exchange?

10 A. Yeah, I'm looking at it.

11 Q. So focusing your attention to what's just  
12 been marked as Plaintiffs' Exhibit 9 WarnerDEF917  
13 and 918, so focusing your attention to the bottom  
14 of the first page, Page 917, it says, "Regards,  
15 Cathy," and then, it says, "Cathy Hwang VP of  
16 Finance." Do you see that?

17 A. I do.

18 Q. It then says, "Ty Warner Hotels and  
19 Resorts." Do you see that?

20 A. Uh-huh.

21 Q. Does that refresh your recollection as to  
22 whether or not Ms. Cathy Hwang is employed by  
23 Ty Warner Hotels & Resorts?

24 MS. LUNDY: Objection.

25 A. That's her signature. I don't know what

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 entity she's employed by, but that's her signature.

2 Q. And did you know that she was VP of Finance  
3 at Ty Warner Hotels & Resorts?

4 A. I don't know that I knew her exact title  
5 ever.

6 Q. As you currently sit here today, do you know  
7 what Ms. Cathy Hwang's title is?

8 MS. LUNDY: Objection.

9 A. Well, I am looking at it now; it's VP of  
10 Finance.

11 Q. And it's VP of Finance with Ty Warner Hotels  
12 & Resorts, correct?

13 MS. LUNDY: Objection.

14 A. That's her signature.

15 Q. My question to you, again, is, as you sit  
16 here today, do you know what Ms. Cathy Hwang's  
17 title is?

18 MS. LUNDY: Objection.

19 A. I know what her signature says; I don't know  
20 what else she does, but it's safe to say that her  
21 signature line says she's the VP of Finance, so I  
22 would -- it stands to reason that her title is the  
23 Vice President of Finance, based on her signature.

24 Q. Do you know if Ms. Cathy Hwang is also a VP  
25 of Finance of Hotel 57 Services, LLC?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. I don't.

2 Q. Do you know if she has any other title with  
3 any other entity other than the VP of Finance with  
4 Ty Warner Hotels & Resorts?

5 A. I do not.

6 Q. So focusing your attention to Plaintiffs' 9,  
7 the very top of the e-mail is an e-mail from  
8 Rudy Tauscher to you, and it says, "Please see  
9 below note from Cathy Hwang. TWHR. I need to  
10 respond and need your input." Do you see that?

11 A. Okay. I do.

12 Q. Do you ever recall speaking to Mr. Tauscher  
13 as to how he should respond to Ms. Cathy Hwang's  
14 e-mail?

15 A. We must have spoken about it if we're --  
16 but, see, this was in March. I think everything  
17 was so uncertain at the time; I don't -- I don't  
18 know. I mean, there were multiple discussions  
19 surrounding this, but it was so uncertain, and I  
20 think that, you know, like anything else, it's,  
21 like, well, there are a lot of what-if scenarios,  
22 and this was one of those what-ifs; like, if we  
23 close, what are we going to be responsible for as  
24 far as pay and notices, but I -- you know.

25 Q. So focusing your attention to the bottom of



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 the e-mail on Page 917, it states there, "TWHR  
2 agree with the temporary discontinuance of taking  
3 guests and scaling down the operations per your  
4 e-mail." Do you see that?

5 A. Wait. Where are you reading?

6 Q. So the bottom of the e-mail of Plaintiffs' 9  
7 of WarnerDEF917, which is the first page of the  
8 document. Do you see -- it states, "Dear Rudy,  
9 TWHR agree with the temporary discontinuance of  
10 taking guests and scaling down the operations per  
11 your e-mail." Do you see that?

12 A. I do.

13 Q. So would that refresh your recollection that  
14 by March 18th, 2020, a decision was made to scale  
15 down operations of taking guests?

16 A. So yeah, that would have been because of the  
17 mandate -- the State mandate -- to shut down any  
18 essential [sic] operations, but yes.

19 Q. So your answer is yes?

20 MS. RISMAN: Can you read back the question,  
21 please?

22 (Whereupon, the requested portion of the  
23 record was read back.)

24 Q. So let me try again. So, Ms. Ortiz, would  
25 you agree with me that based on this e-mail, it is

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1     apparent that by March 18th, there was discussion  
2     about scaling down hotel operations and furloughing  
3     employees, correct?

4             MS. LUNDY:  Objection.

5             A.  We were moving in that direction.  Yes.

6             Q.  And you'd further agree that according to  
7     this e-mail, Ms. Hwang asked Mr. Tauscher "...what  
8     type of notices and packages/benefits both union  
9     and nonunion employees [would] be receiving,"  
10    correct?

11            MS. LUNDY:  Objection.

12            A.  Yes.  They would -- yes.

13            Q.  And prior to the break, we were discussing  
14    the type of notices that both nonunion employees  
15    and union employees would be receiving that were  
16    being placed on furlough, correct?

17            MS. LUNDY:  Objection.

18            Q.  I'm going to withdraw that.  Ms. Ortiz, at  
19    some point, the nonunion employees were receiving  
20    notices that were placed on furlough, correct?

21            A.  The nonunion --

22            MS. LUNDY:  Just think to yourself.

23            A.  At that time, we were uncertain which job  
24    titles, which individuals would be needed to  
25    maintain whatever we were doing at the time.  I

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 can't answer that question.

2 Q. So are you saying that on March 18th, you  
3 did not know which employees would be furloughed?

4 MS. LUNDY: Objection.

5 A. I am certain that -- I am certain -- I'm  
6 almost sure that the nonessential divisions,  
7 predominantly Food and Beverage, were told that we  
8 would be shutting down those operations, because it  
9 was mandated by the Governor. As far as any other  
10 position was concerned, I don't believe we knew at  
11 that particular time what we were going to need and  
12 what we weren't going to need.

13 Q. But by March 21st, 2020, would you agree  
14 with me that the decision to furlough both the  
15 nonunion employees and the union employees was  
16 already made?

17 MS. LUNDY: Objection.

18 A. I'm not sure that the decision was made on  
19 all of them.

20 Q. So when was the decision made to furlough  
21 most of the employees that worked for Four Seasons  
22 New York?

23 MS. LUNDY: Objection.

24 A. Well, I think if you look at the  
25 nonessential divisions, it would have been -- those

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 would have been first -- they came in phases -- and  
2 I don't know that there was ever, once and for all,  
3 a final decision to say -- I mean, because every  
4 month, we're, like, "Okay, we're going to delay it  
5 for another whatever, another month." I don't know  
6 that there was ever a once-and-for-all final  
7 decision that everybody is going to get furloughed  
8 at this point; it was sporadic, starting with the  
9 nonessential divisions, first of all; that, I'm  
10 sure; and then, as far as the rest of the divisions  
11 and the rest of the employees, that didn't happen  
12 but for phases, and I don't recall all the  
13 different dates.

14 Q. Okay. So what was the first division that  
15 was furloughed?

16 MS. LUNDY: Objection.

17 A. I think I answered that: it was Food and  
18 Beverage, because it's a nonessential department.

19 Q. And so, what was the second division that  
20 was furloughed?

21 A. I don't remember, and it was all sporadic.

22 Q. When you say "it was all sporadic," does  
23 that mean that most employees were not furloughed  
24 in March of 2020?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. No. I just think that none of us knew -- I  
2       mean, all of us thought we were going to be open in  
3       a couple of weeks, right, so we -- based on the  
4       Governor's mandate, Food and Beverage was shut down  
5       because that was, like, identified as the highest  
6       contaminating area -- I don't remember; it was just  
7       something about Food and Beverage was not safe; and  
8       I don't recall after that. "Sporadic" meaning --  
9       and I think I've said this before, is -- like,  
10      obviously, if we're not generating revenue, you do  
11      have to scale down on costs, but I don't remember  
12      specifically when and how we did it all at once. I  
13      mean, there were people -- I mean, there's still  
14      people in the building, but there have been people  
15      in the building this whole time period.

16      Q. Okay.

17               (Whereupon, an e-mail from Mr. Tauscher to  
18      Peter Ward dated 3-26-20, along with a list of  
19      employees, their addresses, and their job  
20      titles, Bates-stamped WarnerDEF001127 through  
21      WarnerDEF001146, was marked as Plaintiffs'  
22      Exhibit 10 for identification, as of this date.)

23      Q. Ms. Ortiz, I'm going to be showing you  
24      what's just been marked as Plaintiffs' 10.

25      A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. According to this letter sent by First Class  
2 Mail, dated March 26th, 2020, it states that "This  
3 is to inform you that due to unforeseen business  
4 circumstances and major economic downturn stemming  
5 from the COVID-19 virus pandemic and consequent  
6 travel and tourism disruptions outside of the  
7 employer's control (as well as the mandatory  
8 closures of bars and restaurant[s] causing the  
9 expedited time frame for issuing of this notice,  
10 the (Company), will temporarily layoff employees on  
11 3/26/20 for approximately 1 month." Do you see  
12 that?

13 A. Yes.

14 Q. Did you ever see this document before  
15 testifying today?

16 A. Yes.

17 Q. And did you review this document prior to  
18 testifying?

19 A. I would have at some point; I don't remember  
20 when.

21 Q. Did you provide this document to be used in  
22 this litigation as per the Discovery search that  
23 you did?

24 MS. LUNDY: Objection.

25 A. Either I did or -- I think I did. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Okay. So the second sentence of this letter  
2 written to Mr. Ward, Bates-stamped WarnerDEF1127,  
3 states, "Approximately 372 employees will be laid  
4 off and bumping rights do not exist in connection  
5 with the layoff." Do you see that?

6 A. I do.

7 Q. Was the WARN notice to the union based on  
8 the furlough of these union members on March --  
9 withdrawn.

10 Was this the WARN notice that Hotel 57  
11 Services, LLC sent to Peter Ward, President of  
12 New York Hotel & Motel Trades Council in compliance  
13 with the WARN Act?

14 MS. LUNDY: Objection.

15 A. I would -- I would assume yes, but I don't  
16 remember when exactly, because also, at that same  
17 time, we were now debating if we were going to  
18 reopen for the medical community, and I don't  
19 remember.

20 MS. RISMAN: So for the record, we demand  
21 production of any WARN notices that would be  
22 provided in this case for the nonunion  
23 employees; this is what we received. So if  
24 Ms. Ortiz does not recall, we will be seeking a  
25 witness who does know when WARN notices were

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 sent.

2 MS. LUNDY: By Counsel, Ms. Elizabeth Ortiz  
3 is appearing by a Notice of Deposition to appear  
4 today in her personal capacity as the Director  
5 of People and Culture; she's testifying based  
6 upon that personal knowledge. The WARN  
7 Defendants have produced the union WARN notices.  
8 If Counsel would like to follow up in writing  
9 for further clarification in that regard, we  
10 will respond in writing. Thank you.

11 Q. So, Ms. Ortiz, focusing your attention to  
12 what's just been marked as Plaintiffs' 10 -- and  
13 there are a bunch of names attached to it in  
14 Attachment B. Do you see that?

15 A. I do.

16 Q. Did you draft Attachment B?

17 A. I did not.

18 Q. Who drafted Attachment B?

19 A. That would have been done by somebody in my  
20 office.

21 Q. Would that be done under your supervision?

22 A. Yes.

23 Q. Do you know if Attachment B was sent over to  
24 Mr. Peter Ward, President of the New York Hotel &  
25 Motel Trades Council, AFL-CIO?



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. That's my understanding.

2 Q. Do you have any reason to believe that this  
3 letter Bates-stamped WarnerDEF1127 was not sent to  
4 Peter Ward, President of New York Hotel & Motel  
5 Trades Council AFL-CIO?

6 A. I don't.

7 Q. Now, did the Four Seasons New York also send  
8 letters over to government entities?

9 MS. LUNDY: Could you repeat the question,  
10 please?

11 (Whereupon, the requested portion of the  
12 record was read back.)

13 A. Can you be more specific?

14 Q. So did the Four Seasons New York also send  
15 letters to government entities that included  
16 affected union and nonunion employees?

17 MS. LUNDY: Objection.

18 A. I don't remember, but I do know that  
19 whatever we sent would have been in line with the  
20 requirements.

21 Q. Okay. And who drafted the letters that were  
22 in line with the requirements?

23 MS. LUNDY: Objection to the extent that  
24 question calls for privileged communications.

25 Ms. Ortiz, you may answer.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. This would have been done with the guidance  
2 of Counsel.

3 Q. But did you draft the letters or somebody in  
4 your office draft the letters?

5 MS. LUNDY: Objection.

6 A. Well, I'm not sure -- I'm not sure what the  
7 specific question is. Like, I didn't write this  
8 specifically; it would have been written based on  
9 what was provided to us by Counsel.

10 MS. RISMAN: Plaintiffs' Exhibit 11.

11 (Whereupon, a letter from Hazel Hazard dated  
12 3-24-20 and Bates-stamped WarnerDEF000922  
13 through WarnerDEF000924 was marked as  
14 Plaintiffs' Exhibit 11 for identification, as of  
15 this date.)

16 Q. Ms. Ortiz, I'm going to be showing you what  
17 we've just marked as Plaintiffs' Exhibit 11, which  
18 is Bates-stamped WarnerDEF922 and 923. Do you see  
19 that?

20 A. Yes, I do.

21 Q. And the second page of the document has your  
22 signature line, correct?

23 A. Yes, it does.

24 Q. And the top of the page of 922 states the  
25 date March 24th, 2020, correct?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Yes, it does.

2 Q. And so, is that when you started drafting  
3 the WARN notices to the union employees?

4 MS. LUNDY: Objection.

5 A. I don't remember.

6 Q. Okay. And according to this draft, the  
7 first paragraph of the draft, the second-to-last  
8 line states -- oh, it's the -- withdrawn.

9 The first paragraph of this draft states,  
10 "Please accept this letter as notification on  
11 behalf of Four Seasons Hotel New York that due to  
12 the unforeseeable, unanticipated and substantial  
13 reduction in business levels resulting from the  
14 sudden and widespread impact of an infectious  
15 disease pandemic known as the Coronavirus...2019  
16 ("COVID-19"), employment at Four Seasons Hotel  
17 New York, located at 57 East 57th Street, New York,  
18 New York 10022, will be laid off starting on  
19 March 21st, 2020," and it states, "Four Seasons  
20 Hotel New York will be closed for business for the  
21 foreseeable future." Do you see that?

22 A. I do.

23 Q. Is this the language that was used in the  
24 WARN notices that were sent to governmental  
25 agencies?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. I don't remember, but this looks like a form  
3 letter that was never sent, so I think this was  
4 just a draft. I don't remember. You should have  
5 copies of the -- no, this is a draft, and I don't  
6 think this was the specific language, but I don't  
7 remember.

8 Q. Did you provide these drafts to the person  
9 that drafted the WARN notices for the employees  
10 that worked at the Four Seasons New York?

11 MS. LUNDY: Objection.

12 A. Yes, I would have.

13 Q. And when was the WARN notice sent to the  
14 Mayor's office from the Four Seasons New York?

15 A. I don't remember.

16 Q. Who would know that?

17 A. Well, I would; I just don't remember.

18 MS. RISMAN: We call for the production of  
19 the WARN notice sent to the Mayor's office.

20 A. You should have that.

21 MS. LUNDY: We ask that you follow up in  
22 writing, and we'll respond. Thank you.

23 Q. Ms. Ortiz, did you send a WARN notice to  
24 somebody named -- somebody named -- Barbara Chang?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. The name doesn't sound familiar at this  
2 moment.

3 Q. Do you know who Barbara Chang is?

4 MS. LUNDY: Objection.

5 A. The name doesn't sound familiar at this  
6 moment.

7 MS. RISMAN: Plaintiffs' Exhibit 12.

8 (Whereupon, a letter to Barbara Chang and  
9 Reynold Graham by Rudy Tauscher dated 3-26-20,  
10 along with a list of job titles and employees,  
11 Bates-stamped WarnerDEF001104 through  
12 WarnerDEF001106, was marked as Plaintiffs'  
13 Exhibit 12 for identification, as of this date.)

14 Q. So focusing your attention to what's just  
15 been marked as Plaintiffs' 12, have you ever seen  
16 this document before?

17 A. Well, this is the Workforce Department of  
18 Labor. The name isn't familiar, but yes.

19 Q. And did you help draft this document?

20 MS. LUNDY: Objection.

21 A. This would have come from Counsel.

22 Q. The document's signed by Rudy Tauscher,  
23 correct?

24 A. Uh-huh. Yes. Sorry.

25 Q. Would you agree with me that in the first

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 paragraph, last sentence of the document, it  
2 states, "Approximately 372 employees will be laid  
3 off and approximately 372 employees are represented  
4 by a labor organization, the New York Hotel & Motel  
5 Trades Council, AFL-CIO. The local and national  
6 labor organizations may be contacted at the  
7 following addresses." Do you see that?

8 A. Yes.

9 Q. Is this statement true and accurate, that  
10 approximately 372 employees were laid off prior to  
11 March 26th, 2020?

12 A. Not prior to. Again, it was sporadic; it  
13 was not all at once.

14 Q. But by March 26th, 2020, were approximately  
15 372 employees laid off?

16 A. I don't remember, but the number sounds  
17 right.

18 Q. And you'd agree with me that that's the same  
19 number that was in Plaintiffs' 10? Let me just see  
20 where that is.

21 A. That's the same number.

22 Q. Okay. Ms. Ortiz, do you know if this notice  
23 was sent out on March 26th, 2020 to Barbara Chang  
24 and Reynold Graham?

25 A. So at my direction, this would have been

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 sent out at that time.

2 Q. So was it sent out on March 26th, 2020?

3 A. That's my understanding.

4 Q. Okay. Is there any reason that you did not  
5 send this letter out earlier?

6 MS. LUNDY: Objection.

7 A. Again, going back to the mass confusion at  
8 the time, I don't think any of us knew what was  
9 going on. I don't know.

10 Q. Is it your understanding that this could  
11 have been sent out earlier than March 26th, 2020?

12 MS. LUNDY: Objection to the extent it calls  
13 for privileged communication. Ms. Ortiz may  
14 answer to the extent it's not privileged.

15 A. You know, I don't think so. I think we were  
16 all doing the very best we could under the  
17 circumstances at the time, and, you know, trying to  
18 stay in line with what we were required to do, what  
19 we had to do, and what was necessary; we did the  
20 very best we could at the time, and I don't think  
21 that there's any reason except that we were just  
22 doing what we could at the time.

23 Q. And what we just discussed were the WARN  
24 notices sent to the nonunion employees, correct?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Withdrawn. I'm sorry. The notices that we  
2 just discussed sent to -- sent to -- Barbara Chang  
3 and Reynold Graham were sent on behalf of the union  
4 employees, correct?

5 MS. LUNDY: Objection.

6 A. I'm not sure what they were sent on behalf  
7 of. I know that we were required to send notice to  
8 the New York City Office for Workforce Development,  
9 the division of the Department of Labor.

10 Q. And you were also obligated to send a WARN  
11 notice for the union employees to Peter Ward,  
12 President of AFL-CIO, correct?

13 MS. LUNDY: Objection.

14 A. Correct.

15 Q. And you were also supposed to give WARN  
16 notices to nonunion employees, correct?

17 MS. LUNDY: Objection to the extent it calls  
18 for privileged communication. Ms. Ortiz is  
19 directed not to answer, but may, to the  
20 extent --

21 Q. So, Ms. Ortiz, I'm going to tell you again.  
22 I am never asking you for privileged information,  
23 so that's not what my question entails; everything  
24 that I ask of you is for non-privileged  
25 information. Okay?



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Understood.

2 Q. Ms. Ortiz, was Four Seasons New York  
3 required to also send WARN notices to nonunion  
4 employees?

5 MS. LUNDY: Objection.

6 A. So under the WARN Act, we are required to  
7 notify all employees of any intent of -- an intent  
8 for -- a closure, union or nonunion; the  
9 requirement is for a mass layoff.

10 (Whereupon, a discussion was held off the  
11 record.)

12 (Whereupon, an e-mail chain dated 8-7-20 and  
13 Bates-stamped WarnerDEF000935 was marked as  
14 Plaintiffs' Exhibit 13 for identification, as of  
15 this date.)

16 Q. So, Ms. Ortiz, before we start here, I just  
17 want to clarify that I didn't make any statement  
18 relating to looking at your phone, but technically,  
19 when you're under oath, you shouldn't be looking at  
20 any of your electronic devices. I usually -- I  
21 don't know if you were looking at your phone or  
22 not, but just in case --

23 A. There was a notification that I had gotten.  
24 My apologies.

25 Q. No, that's okay. Ms. Ortiz, focusing your

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 attention to Plaintiffs' 13, Bates-stamped  
2 WarnerDEF935, you'd agree with me this is an e-mail  
3 between Rick Kaminskis, Alexandra Erbiti, and you,  
4 correct?

5 MS. LUNDY: Objection.

6 A. It's predominantly between Alex and Rick,  
7 and then, Alex asks me a question -- or it's an  
8 FYI, "not sure what he needs this for."

9 Q. So, Ms. Ortiz, the very top of it states,  
10 "FYI - [I'm] not sure what he needs this for." Did  
11 you ever discuss with Alexandra Erbiti what  
12 Rick Kaminskis needed this information for?

13 A. I'm sure we did. I mean, I vaguely remember  
14 a conversation about this.

15 Q. And this e-mail is dated August 7th, 2020,  
16 correct?

17 A. Yes.

18 Q. And in the e-mail, it states, "Can you send  
19 me a copy of the warn letter that you are sending  
20 out? No names but just the dates that will be on  
21 the letter. Thanks." Do you see that? And that's  
22 the e-mail from Rick Kaminskis on the very bottom?

23 A. Yes, I do.

24 Q. And then, Ms. Alexandra Erbiti responds to  
25 that, stating, "Hello, So each letter has the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 individual's layoff letter specific to them. I  
2 have a tracking sheet with everyone's layoff date,  
3 do you prefer that document?" Do you see that?

4 A. I do.

5 Q. And then, he then responds again and says,  
6 "No, just a sample but tell me how you calculate  
7 the dates that would be in the letter." Do you see  
8 that?

9 A. Yes.

10 Q. And then, Ms. Erbiti responds again and  
11 states, "Attached is a copy of the WARN letter,  
12 same as union without bumping rights. We  
13 calculated their layoff date according to HEATH,  
14 Workday, and ADP's last day of work. We also  
15 double checked with their division head and/or  
16 manager to make sure those dates seemed accurate."  
17 Do you see that?

18 A. I do.

19 Q. And did Ms. Erbiti also check with you to  
20 make sure the dates on the WARN notices to the  
21 nonunion employees were accurate?

22 A. I don't recall specifically, but we would  
23 have had a conversation about the specific letters.

24 Q. And do you know if the dates contained on  
25 the nonunion WARN notices were calculated based on

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 the last day they worked or when there was a  
2 reduction in salary that was more than 50 percent  
3 of the employees' salary?

4 MS. LUNDY: Objection.

5 A. I'm not sure I understand the question.

6 Q. What is the date that was used in the  
7 furlough notices for the nonunion employees as  
8 their last day worked?

9 MS. LUNDY: Objection.

10 A. It would have been their last day worked.

11 Q. Would that be the last day that they were on  
12 the hotel premises?

13 A. I would assume so.

14 Q. And if that particular employee had their  
15 salary reduced by more than 50 percent but was  
16 still working for the Four Seasons New York, would  
17 you still be using the last day that work was done?

18 MS. LUNDY: Objection.

19 A. It's an interesting question. Can you  
20 rephrase that question?

21 Q. Sure. So in the WARN notices for the  
22 nonunion employees, was the date listed on the  
23 letter as the last day worked the date that that  
24 particular employee last worked for the Four  
25 Seasons New York or the date when their salary was

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 reduced to more than 50 percent of their usual  
2 salary?

3 MS. LUNDY: Objection.

4 A. I don't remember. I don't remember.

5 Q. Are you familiar with the dictates of the  
6 WARN Act?

7 MS. LUNDY: Objection.

8 A. I would -- I think so.

9 Q. Do you know whether an employee is  
10 technically placed on furlough when their salary is  
11 reduced for more than 50 percent of their usual  
12 salary?

13 MS. LUNDY: Objection.

14 A. I don't know specifically about the 50  
15 percent, but I would -- I probably knew, but I've  
16 forgotten. I mean, the triggers for WARN notices  
17 are dependent on many things, right? There's a  
18 trigger where it's a shop closing, it's a mass  
19 layoff, it's a huge reduction; I mean, there's a  
20 lot of different triggers; I can't remember them  
21 all at the moment.

22 Q. So focusing your attention on what's been  
23 marked as Plaintiffs' 13, WarnerDEF935, the very  
24 top of the e-mail we discussed says, "FYI - not  
25 sure what he needs this for"; the second section of

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 that e-mail states -- the very last part of the  
2 sentence states -- "We also double checked with  
3 their division head and/or manager to ensure those  
4 dates seemed accurate." Do you see that?

5 A. I do.

6 Q. Okay. When Ms. Erbiti states in this e-mail  
7 that the dates seem accurate, is it because she  
8 didn't have accurate dates for the last day that  
9 each employee was working at the Four Seasons  
10 New York?

11 MS. LUNDY: Objection.

12 A. I don't know what she meant by that, but I  
13 will tell you there's nothing black and white --  
14 there's nothing -- there's no gray area with Alex;  
15 she would have had the specific information. I  
16 think that that's just a vernacular, a term that  
17 she just used -- I don't know what she meant -- but  
18 this particular person is absolutely black and  
19 white; she's not gray.

20 Q. Where does she currently work --

21 MS. LUNDY: Objection.

22 Q. -- Ms. Alexandra Erbiti?

23 A. She doesn't work for me anymore.

24 Q. Do you know where she works?

25 A. I do.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Where does she work?

2 A. The Four Seasons New York Downtown.

3 Q. Do you know why she left the Four Seasons  
4 New York Hotel where you work?

5 A. She had a great opportunity to expand her  
6 knowledge in another role.

7 Q. And what role does she have in Four Seasons  
8 New York Downtown?

9 A. She is the Assistant Director of People and  
10 Culture with an oversight into all other areas of  
11 People and Culture.

12 Q. When she was working for the Four Seasons in  
13 New York with you, she had the same position,  
14 correct?

15 A. She did. She was primarily responsible for  
16 labor relations, though. The smaller property  
17 affords her the opportunity to be involved in  
18 multiple different arms of the discipline.

19 Q. So at some point in time, you'd agree with  
20 me that Four Seasons New York sent WARN notices to  
21 the nonunion employees that were furloughed,  
22 correct?

23 A. Yes, we would have.

24 Q. So my question to you is not whether you  
25 would have but whether Four Seasons New York did

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 send those WARN notices to nonunion employees.

2 A. Yes.

3 MS. LUNDY: Do you mind if I take a quick  
4 bathroom break?

5 MS. RISMAN: Sure, absolutely.

6 (Whereupon, a break was taken at 2:24 p.m.  
7 and the deposition resumed at 2:27 p.m.)

8 (Whereupon, a series of letters written by  
9 Rudy Tauscher to a series of employees, all  
10 dated 8-5-20, and Bates-stamped WarnerDEF000936  
11 through WarnerDEF001017 was collectively marked  
12 as Plaintiffs' Exhibit 14.

13 Q. Ms. Ortiz, I'm going to be showing you what  
14 we've just marked as Plaintiffs' 14 Bates-stamped  
15 WarnerDEF936 until 1017. Do you see that?

16 A. Yes.

17 Q. And did you have the ability to look at  
18 these prior to the deposition?

19 MS. LUNDY: Objection.

20 A. Yes.

21 Q. And you reviewed these documents, correct?

22 A. Overview. I don't know that I looked at  
23 them in detail, but yes.

24 Q. And would you agree with me that the letters  
25 provided to the effect of nonunion employees are



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 almost identical to one another, correct?

2 MS. LUNDY: Objection.

3 A. The general language is the same, but the  
4 dates are different.

5 Q. So the only difference is -- in each of the  
6 letters, is -- the date of when the temporary  
7 layoff began, correct?

8 A. For that individual.

9 Q. Yes. So I think we're saying the same  
10 thing. So you'd agree with me that according to  
11 this letter that we just marked as Plaintiffs' 14,  
12 Warner936 to WarnerDEF1017, the letters are almost  
13 identical, but the dates are different for each of  
14 the individual recipients of the letter, correct?

15 MS. LUNDY: Objection.

16 A. Yes.

17 Q. And the other difference is just the names  
18 on the top of the letter where the letter is going  
19 to, correct?

20 A. Yes.

21 Q. Other than that, the letters are identical,  
22 correct?

23 MS. LUNDY: Objection.

24 A. So the names are different, the addresses  
25 are different, the dates are different, the form

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 language is the same.

2 Q. Other than the name, the address it's going  
3 to, the date when the temporary layoff began, are  
4 there any other differences in these letters that  
5 we just marked as Plaintiffs' 14?

6 A. Not that I can -- not that I can tell.

7 Q. Are you aware of any differences in these  
8 letters other than what we've just discussed?

9 MS. LUNDY: Objection.

10 A. I don't know what the differences would be.  
11 No. Just basically what I just said: the name,  
12 the address, and the dates.

13 Q. And who filled in the different names and  
14 addresses in these letters?

15 A. That would have been somebody in my staff.  
16 I don't know how to do mail merge.

17 Q. And who filled in the temporary layoff date  
18 in these letters marked 936 to 1017?

19 A. So that would have been obtained from my  
20 staff utilizing the HEATH scheduling system, the  
21 work date, HRIS, and the actual department  
22 schedules verifying last days worked.

23 Q. And was there anyone that reviewed the  
24 layoff date to make sure that that date was correct  
25 for each of these recipients?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. So, again, I can say with almost absolute  
2       certainty that my team is extremely -- or at the  
3       time, that team was extremely -- diligent in being  
4       precise, so HEATH schedules, the work date, HRIS,  
5       and the payroll and departmental system would have  
6       been -- would have been -- accurate and therefore  
7       making these dates as accurate also.

8       Q. Was there a mail merge spreadsheet that was  
9       used?

10       MS. LUNDY: Objection.

11       A. I don't know.

12       Q. Do you know what that is?

13       A. Vaguely.

14       (Whereupon, a discussion was held off the  
15       record.)

16       Q. So focusing your attention on  
17       Vivian Holmes's letter Bates-stamped  
18       WarnerDEF1015 --

19       A. I'm sorry. 1015 or 10 -- oh, here we go.  
20       Okay.

21       Q. So focusing your attention on the date for  
22       Ms. Vivian Holmes, it states "temporary layoff  
23       which began on 7/14/2020." Do you see that?

24       A. I do.

25       Q. Okay. Do you know whether that was the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 correct date that Ms. Holmes was actually placed on  
2 furlough?

3 MS. LUNDY: Objection.

4 A. Yeah. Well, she worked through middle of  
5 July, so that's on or about that date, I believe.

6 Q. Did you work closely with Ms. Holmes when  
7 she worked for Four Seasons New York?

8 A. No.

9 Q. Are you aware that Ms. Holmes had been  
10 placed on a reduced work schedule that was less  
11 than 50 percent of her salary per week back in  
12 March of 2020?

13 A. I don't remember when it happened, but she  
14 was put on a reduced workweek, but I don't remember  
15 when.

16 Q. So is it your testimony that reduced  
17 workweek was not taken into account when this  
18 letter was written stating that her temporary  
19 layoff began on 7-14-2020?

20 MS. LUNDY: Objection.

21 A. I can't say, because in my recollection, she  
22 worked for the Department through the middle of  
23 July. I don't know what her -- I know that she  
24 wasn't working full-time, but she was responsible  
25 for schedules and payroll which wouldn't have

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 required full-time work. I don't believe she was  
2 on property. And again, at that time, it was so  
3 uncertain. I don't know -- I don't know if she was  
4 needed, like, two days a week or four days a week;  
5 I do know that on that day is when we absolutely  
6 didn't need her to -- there was no one to do  
7 payroll for or schedules. I don't remember, but --  
8 yeah.

9 Q. Was the reason that Four Seasons New York  
10 kept Vivian Holmes working there because they were  
11 winding down something --

12 MS. LUNDY: Objection.

13 Q. -- or some other reason?

14 A. I'm not sure I understand the question.

15 Q. Okay. So you said that Vivian Holmes was  
16 kept working at the Four Seasons New York for a few  
17 months after March, correct?

18 A. Yes.

19 Q. Do you have any records to show whether her  
20 schedule was reduced during that time from March  
21 until July?

22 MS. LUNDY: Objection.

23 A. I think they've been provided.

24 Q. Okay. What specific records would show what  
25 hours Ms. Holmes worked from March 21st, 2020 until

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 July 14th, 2020?

2 A. The HEATH scheduling system would show and  
3 then the payroll records would show what she was  
4 paid for.

5 Q. And did anyone look at the payroll records  
6 in drafting WarnerDEF1015 as it relates to  
7 Ms. Vivian Holmes?

8 MS. LUNDY: Objection.

9 A. I would imagine so, but I can't be certain  
10 where else would they have gotten the information.

11 Q. In March of 2020, was there a reasonable  
12 expectation that Vivian Holmes would be laid off  
13 because the hotel was closing to guests?

14 MS. LUNDY: Objection.

15 A. No.

16 Q. When would there be a reasonable expectation  
17 that Ms. Holmes would be laid off?

18 MS. LUNDY: Objection.

19 A. I don't know if there was ever a reasonable  
20 expectation, because we didn't know. I don't think  
21 -- I don't think we knew. I think every week we  
22 were holding onto, like, planning to reopen. I  
23 don't think there was ever a reasonable  
24 expectation. I think the expectation was to gear  
25 up for reopening, because that's what the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 expectation was, and we maintained work schedules  
2 with the expectation of reopening as soon as  
3 possible.

4 Q. However, by July 14th, 2020, you no longer  
5 thought that the hotel was reopening, did you?

6 MS. LUNDY: Objection.

7 A. Not true. I think that the -- you know,  
8 where the delay in reopening was weeks at a time,  
9 it became now maybe a month or a couple of months'  
10 delay, if I remember correctly. You know, at one  
11 point, it was, like, "We'll be open in two weeks,"  
12 "We'll be open at the end of April," "We'll be open  
13 -- we're reopening for" -- "We're reopening for the  
14 medical staff," "We're closing for the medical  
15 staff," "We'll be reopening in July." I mean, it  
16 was a consistent rollercoaster of dates.

17 Q. In May, 2020 --

18 A. May, 2020?

19 Q. Uh-huh -- was there ever a decision made to  
20 renovate the hotel before reopening it?

21 A. I don't remember.

22 Q. In June of 2020, was there ever a decision  
23 made to renovate the hotel prior to reopening it?

24 A. Well, there are always discussions about,  
25 you know, things we could do before reopening; I

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 mean, it was a good time to do, you know, work that  
2 needed to be done. I don't remember specific  
3 conversations, but certainly, there have always  
4 been discussions about -- I mean, hoteliers always  
5 want, you know, different things. "We" -- you  
6 know, "We need to redo the locker room"; there's  
7 always this ongoing capital wish list, so to speak,  
8 but I don't remember specifically.

9 Q. Okay. So my question to you is not whether  
10 there were discussions to do renovations. Was  
11 there a decision made in June of 2020 that the  
12 hotel would not reopen because there would be  
13 renovations done to the hotel?

14 A. Not that I remember.

15 Q. So when was that decision made that the  
16 hotel would not reopen because renovations had to  
17 be done to the hotel?

18 MS. LUNDY: Objection.

19 A. I think I answered that question earlier. I  
20 think it wasn't until the middle of the year in  
21 2021.

22 Q. And do you know what led to that particular  
23 decision that the hotel had to be renovated and  
24 would not be reopened?

25 MS. LUNDY: Objection.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. I don't know.

2 Q. Who told you about that decision?

3 A. I don't remember.

4 Q. And after you received notice of that  
5 decision, what, if anything, did you do in relation  
6 to your job?

7 MS. LUNDY: Objection.

8 A. That's a broad question. Can you be more  
9 specific?

10 Q. Yes. So after you were told that the hotel  
11 would now no longer reopen --

12 A. No, we are reopening.

13 Q. So please just let me finish my question,  
14 okay? So after you were told that the hotel would  
15 no longer reopen because of renovations that had to  
16 be done to the hotel, what, if anything, did you do  
17 in relation to your job?

18 MS. LUNDY: Objection.

19 A. I don't know what that means.

20 Q. Did you tell anybody "the hotel is now not  
21 reopening any longer because we need to do  
22 renovations"?

23 MS. LUNDY: Objection.

24 A. I don't know. Not that I recall as a  
25 specific conversation.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Do you think that it was important for the  
2 employees to know that the hotel would no longer be  
3 reopened as planned?

4 MS. LUNDY: Objection.

5 A. Of course it was important, and I think we  
6 were very, very communicative with employees on a  
7 regular basis, on -- actually on a regular basis,  
8 via newsletter, via e-mails, via phone  
9 conversations, absolutely communicative with them.  
10 In fact, I'm very almost over-communicative to the  
11 point where at one point, the general consensus was  
12 that we would no longer communicate because it was  
13 more upsetting to the employees that were on  
14 furlough to not get any news other than your  
15 typical People and Culture information --  
16 birthdays, anniversaries. I don't know.

17 Q. Why do you think that was upsetting to them?

18 A. I can't speculate. I don't know.

19 Q. Did you ever ask any of them "Why is this  
20 upsetting to you?"

21 MS. LUNDY: Objection.

22 A. No.

23 Q. Did anybody write to you telling you that  
24 they were upset with what was happening to them?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. Over the years, I've probably had  
2       conversations with people -- first of all, I get  
3       regular inquiries as to any news on the hotel, just  
4       even one this morning, and I'm always responsive to  
5       that. People, you know, reach out all the time,  
6       and I'm very cognizant of people wanting to know  
7       this. So I think we've always been transparent  
8       about the fact that at some point, we will reopen,  
9       it's just a matter of when, and I don't have any  
10      other information than that.

11      Q. So, Ms. Ortiz, as you sit here today, is  
12      there a reopening date for the Four Seasons  
13      New York?

14      A. There is not at this moment.

15      Q. And do you know approximately the time the  
16      Four Seasons New York plans to reopen?

17             MS. LUNDY: Objection.

18      A. I don't know specifically. No.

19      Q. So as you sit here today, it's very possible  
20      the Four Seasons can remain closed for another five  
21      years, correct?

22             MR. WAGNER: Objection.

23             MS. LUNDY: Objection.

24      A. I don't know that.

25      Q. But you would -- so, Ms. Ortiz, how long

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 would it take the Four Seasons New York to open  
2 after all the renovations are completed?

3 MS. LUNDY: Objection.

4 A. It would depend. It would depend, and I  
5 can't speculate, because it's all -- it's all  
6 dependent on what the reopening structure would  
7 look like, meaning are we going to have food and  
8 beverage? Are we going to have in-room dining?  
9 Are we going to offer overnight dining? Are we  
10 going to open gradually? Are we going to -- are we  
11 going to replace any furniture? It's all dependent  
12 on multiple things, so I can't answer that  
13 question.

14 Q. Is there any timetable relating to the  
15 renovations?

16 MS. LUNDY: Objection.

17 A. Not that I'm aware of. Not that I'm aware  
18 of.

19 Q. We're just going to take a five-minute  
20 break.

21 (Whereupon, a break was taken at 2:46 p.m.,  
22 and the deposition resumed at 2:53 p.m.)

23 Q. So, Ms. Ortiz, you had mentioned that there  
24 was no timetable for renovations; is that correct?

25 A. That I was aware of at that time.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And you had also mentioned that the hotel  
2 was still deciding whether or not to have in-room  
3 dining for reopening; is that right?

4 A. No. I think what I said was -- you had  
5 asked what the timetable was, and I said it would  
6 be a matter -- it would be -- it would be based on  
7 what the reopening structure would look like, and  
8 the timetable is dependent on what that reopening  
9 structure is.

10 Q. So for a hotel like Four Seasons New York,  
11 wouldn't a reopening structure have to have certain  
12 types of things like an in-room dining and  
13 out-dining be part of the hotel?

14 MS. LUNDY: Objection.

15 Q. I'm going to withdraw that. Are there  
16 certain criteria for a five-star hotel to have in  
17 order to operate as a five-star hotel?

18 MS. LUNDY: Objection.

19 A. I don't know if it's the stars as much as it  
20 is the type of service. So a luxury hotel, the  
21 expectation is that they have a food and beverage  
22 outlet, that there are spa facilities, that there  
23 are gym facilities; that's what makes a luxury  
24 property a luxury property. The stars are dictated  
25 by the requirements of either Forbes or -- you

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 know, I mean, it's Forbes stars and what their  
2 criteria is. I don't know what it is off the top  
3 of my head, but yes.

4 Q. Does the Four Seasons Hotel And Resort brand  
5 require a hotel to have certain criteria in order  
6 to be part of that brand?

7 MS. LUNDY: Objection.

8 A. Specifically -- I don't know what the  
9 specifics are, but every brand has criteria that's  
10 required. There are local SOPs that are based on  
11 the area, but there are certain general rules of  
12 thumb that are required.

13 Q. So wouldn't it be fair to say that the  
14 reopening plans had to contain certain criteria for  
15 this particular hotel to reopen?

16 A. Well, again, it depends on the expectations.  
17 I mean, it depends on if we just wanted to reopen  
18 to reopen; I mean, realistically, we could open  
19 with limited service with, like, a ramp-up period  
20 -- which is called a ramp-up period -- with the --  
21 with the -- idea that we would eventually become --  
22 you know, move into -- that full service, but it  
23 wouldn't have to be -- that's what I mean.  
24 Reopening could be based on a million things: Do  
25 we just want to reopen one tower -- right now, we

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 have two towers; do we just want to reopen one  
2 tower? Do we want to reopen the lower level? Do  
3 we want to reopen the higher level? It's all  
4 dependent on the reopening structure.

5 Q. So why hasn't any decision been made related  
6 to the reopening structure?

7 MS. LUNDY: Objection.

8 A. I don't know.

9 Q. Who would be responsible for making that  
10 decision related to the opening structure?

11 MS. LUNDY: Objection.

12 A. I think it's a collaborative decision, but I  
13 don't know specifically who.

14 Q. Would that require Ty Warner to make the  
15 decision --

16 MS. LUNDY: Objection.

17 Q. -- as to the reopening plans?

18 A. I mean, I don't know. It stands to reason  
19 that he would be involved.

20 Q. Would you agree with me that Mr. Warner is  
21 involved in a lot of decisions that get made  
22 related to the Four Seasons New York hotel?

23 MS. LUNDY: Objection.

24 A. You know, I think it's a collaborative  
25 effort on every part. I mean, when you have --

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1     yeah.

2           Q.   When you say "it's a collaborative effort,"  
3     who's part of this collaborative effort that makes  
4     decisions as to whether or not to reopen the hotel?

5           A.   Well, I think it's the operator known as  
6     Four Seasons, then it's the Hotel 57 Services, LLC,  
7     then it's the -- and then the ownership. So  
8     there's the ownership entity, there's the operator  
9     entity, then there's the property operators.

10          Q.   Okay. Focusing your attention on the  
11     ownership entity, who is part of the ownership  
12     entity?

13          A.   Well, that's a very broad question. In  
14     short, I don't know all of the -- I don't know all  
15     of the members. I do know that Mr. Warner is at --  
16     is responsible for one entity; I don't know which  
17     one that is. When I refer to ownership, I usually  
18     refer to Cathy or our asset management team.

19          Q.   And who is Cathy?

20          A.   We've talked about her all day.

21          Q.   Okay. And she's the owner of Hotel 57  
22     Services, LLC?

23               MS. LUNDY: Objection.

24          A.   No. No.

25          Q.   So do you think she makes decisions as to



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 whether or not to reopen the hotel?

2 A. I don't know; I can't speak for Cathy.

3 Q. So I had shown you an e-mail previously  
4 related to ownership approval. Do you remember?

5 A. Yes.

6 Q. So what do you think ownership approval  
7 means?

8 MS. LUNDY: Objection.

9 A. It goes back to what I said earlier, is,  
10 there are different levels of approval; I don't  
11 know the specific dollar amounts, but at certain --  
12 there are certain thresholds that require -- just  
13 like I'm writing checks, right, it depends on the  
14 dollar amount of a check. Do you need one signer  
15 or do you need two signers? It's the same thing  
16 with business entities that are involved in this  
17 operation. You know, can we make the decision at  
18 the operation level? Do we need Four Seasons'  
19 involvement? Do we need Ownership involvement?  
20 Can Hotel 57 Services, LLC -- it depends on what  
21 the thresholds are.

22 Q. So, again, when you say "Ownership  
23 involvement," what does that mean?

24 MS. LUNDY: Objection.

25 A. To me, that means the -- whoever that entity

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 is on the ownership side that represents  
2 Mr. Warner.

3 Q. And who is the entity on the ownership side  
4 that represents Mr. Warner?

5 A. I have no idea. I mean, my -- you know, I  
6 haven't spoken with Cathy in a long time. There  
7 are asset managers that I work with.

8 Q. And who are they?

9 A. Various asset managers.

10 Q. And what are their names?

11 A. All of them? I don't know all of them. I  
12 always get the -- I want to say it's Solid Rock. I  
13 always get them confused with Black Rock, but  
14 there's Solid Rock.

15 Q. And what do they do for the Four Seasons  
16 New York?

17 MS. LUNDY: Objection.

18 A. I don't know specifically. I know that they  
19 manage the asset for ownership, I think, but I'm  
20 not sure.

21 Q. And when you say they manage the asset, what  
22 does that mean?

23 A. We have an asset manager. I mean, if you  
24 have an asset, they're managing your asset.

25 Q. So are they managing the asset for Four

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Seasons New York Hotel or something else?

2 MS. LUNDY: Objection.

3 A. I just said for the owner.

4 Q. So are --

5 A. So you asked me who I refer to --

6 Q. Just let me finish. Are they managing the  
7 assets for Ty Warner Hotels & Resorts?

8 MS. LUNDY: Objection.

9 A. That's my understanding.

10 Q. And when it came to the medical personnel  
11 staying at the Four Seasons New York, who made the  
12 decision to allow them to stay there from either  
13 ownership or management?

14 MS. LUNDY: Objection.

15 A. I think I answered that question several  
16 times. It was a collaborative decision based on,  
17 you know, the call for -- the call for -- whatever  
18 rooms from the Governor's office.

19 Q. Do you know who made the final decision to  
20 allow the medical personnel to stay?

21 MS. LUNDY: Objection.

22 A. I don't.

23 Q. Is it your testimony that Ty Warner did not  
24 make the final decision to allow the medical  
25 personnel to stay at the Four Seasons New York?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection. That's not her  
2 testimony. She just responded to that  
3 question --

4 MS. RISMAN: Your objection is noted.

5 A. I don't know.

6 Q. Do you know whether Ty Warner made the final  
7 decision to allow the medical personnel to stay for  
8 those few months in the Four Seasons New York?

9 A. I do not.

10 Q. Did you ever read any newspaper articles  
11 that stated that Ty Warner allowed medical  
12 personnel to stay at the Four Seasons New York  
13 during the months we discussed previously?

14 A. You know, as much as it's hard to believe, I  
15 don't pay attention to a lot of that, certainly not  
16 at that time. There was a lot things going on in  
17 my personal life that I just -- I didn't -- I  
18 wasn't really -- the articles may have come across  
19 my desk, they may have been presented to me, they  
20 may have been shared. I take a lot of that media  
21 information with a grain of salt.

22 Q. In March of 2020, did the Four Seasons  
23 New York, themselves, provide for general media  
24 statements regarding allowing medical personnel to  
25 stay at the Four Seasons New York?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Yeah, we probably did.

2 (Whereupon, a three-page document  
3 Bates-stamped WarnerDEF002199 through  
4 WarnerDEF002201 was marked as Plaintiffs'  
5 Exhibit 15 for identification, as of this date.)

6 Q. So, Ms. Ortiz, I'm going to be showing you  
7 what's been marked as Plaintiffs' 15, Bates-stamped  
8 WarnerDEF2199 until 2201. Now, Ms. Ortiz, did you  
9 draft any of this document that I'm showing you  
10 that's just been marked Plaintiffs' 15?

11 A. I don't think so.

12 Q. Have you ever seen it before?

13 A. I don't remember specifically in this  
14 format, but probably in some format at one point or  
15 another.

16 Q. Okay. So focusing your attention to both  
17 the first page of the document, 2199, and the  
18 second page of the document, 2200 --

19 A. The first page is 2198.

20 Q. Really? Can I see?

21 MS. LUNDY: Mine's 2199.

22 MR. WAGNER: We're just missing the front  
23 page?

24 MS. RISMAN: Yeah, that's okay.

25 Q. So focusing your attention to the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 document --

2 MS. LUNDY: So you're going to move  
3 forward --

4 MS. RISMAN: Yeah. Let's --

5 Q. You know what? Let's take out the 2198 and  
6 just -- maybe that's easier.

7 MS. LUNDY: So we have up until 2201. Am I  
8 just removing 2198 and marking --

9 MS. RISMAN: Wait. Hold on one second. So  
10 you just have 2199, right, on yours?

11 MS. LUNDY: Correct.

12 MS. RISMAN: Yeah, that's fine.

13 MS. LUNDY: So I'm going to remove the  
14 Page 2198 and we'll re-mark it beginning at  
15 Warner DEF2199 through 2201, Plaintiffs' 15.

16 Q. So focusing your attention to what's been  
17 Bates-stamped 2199, where it states "E-mail and  
18 Auto Reply for Contact Us and Medical NYF Inbox,  
19 Response for frustrated personnel" -- do you see  
20 that? It's specific -- do you see that, Ms. Ortiz?

21 A. Yes.

22 Q. It specifically says, "Dear XXX, We thank  
23 you for your continued dedication to helping those  
24 in need. Following the announcement of Governor  
25 Andrew Cuomo and the hotel's owner, Ty Warner,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Four Seasons Hotel New York is preparing the hotel  
2 to accommodate nurses, doctors and medical  
3 personnel who are tirelessly working to help  
4 New Yorkers as the COVID-19 pandemic evolves." Do  
5 you see that?

6 A. I do.

7 Q. So that was the e-mail auto reply that was  
8 sent to frustrated personnel, correct?

9 MS. LUNDY: Objection.

10 A. I don't know.

11 Q. So the second page of the document,  
12 WarnerDEF2200, it says "General Media Statement."

13 A. Okay.

14 Q. And underneath, it says, "Following the  
15 announcement of Governor Andrew Cuomo and the  
16 hotel's owner, Ty Warner, Four Seasons New York is  
17 preparing the hotel to accommodate nurses, doctors  
18 and medical personnel who are tirelessly working to  
19 help New Yorkers as the COVID-19 pandemic unfolds."  
20 Do you see that?

21 A. Yes, I do.

22 Q. So a very similar statement to the first  
23 statement that I read, correct?

24 A. Yes.

25 Q. So does that refresh your recollection

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 whether Ty Warner personally wanted to house  
2 medical personnel in the Four Seasons New York?

3 MS. LUNDY: Objection.

4 A. Yes. Again, it would have been a  
5 collaborative decision. Yes.

6 Q. But that's not what that statement says,  
7 correct?

8 A. No.

9 Q. That says that it's Ty Warner wanting to  
10 house the medical personnel, correct?

11 MS. LUNDY: Objection.

12 A. Actually, it says "Ty Warner, Four Seasons  
13 Hotel New York is preparing the hotel to  
14 accommodate..."

15 Q. It doesn't say Hotel 57 Services, LLC  
16 anywhere there, correct?

17 A. No.

18 Q. And focusing your attention to --

19 (Whereupon, a four-page letter written by  
20 Elizabeth Ortiz dated 4-9-20 and Bates-stamped  
21 WarrenDEF002729 through WarrenDEF002732 was  
22 marked as Plaintiffs' Exhibit 16 for  
23 identification, as of this date.)

24 Q. So, Ms. Ortiz, focusing your attention to  
25 what we've just marked as Plaintiffs' 16,



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Bates-stamped WarnerDEF2729 to 2732, would you  
2 agree with me that according to this letter, it  
3 states under "Hotel Operations" that "On March 20,  
4 2020, in an abundance of caution, we made the  
5 difficult decision to temporarily suspend most of  
6 the hotel operations." Do you see that?

7 A. Yes.

8 Q. Now, the second paragraph from that -- and  
9 before I get to that, actually, can you look at the  
10 signature page Bates-stamped WarnerDEF2732?

11 A. Yes.

12 Q. That's your name, correct?

13 A. That's correct.

14 Q. So it was written by you, this letter,  
15 correct?

16 MS. LUNDY: Objection.

17 A. I think a lot of this was how to file for  
18 unemployment, that wasn't written by me; we would  
19 have pulled it from their website. "Travel  
20 Reimbursement," I would have written that. So yes,  
21 some parts of it.

22 Q. Ms. Ortiz, there's a part in this letter  
23 under the heading "Hotel Operations," second  
24 paragraph, that states, "Shortly thereafter, our  
25 owner Ty Warner, responds to the Governor's call-to

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 action and asked us to re-open the hotel to provide  
2 housing for the doctors nurses, and other medical  
3 staff working on the front lines." Do you see that?

4 A. Yes, I do.

5 Q. And it specifically states here that it was  
6 Ty Warner, right, that opened the hotel for medical  
7 personnel, correct?

8 MS. LUNDY: Objection.

9 A. "...Ty Warner, responded to the Governor's  
10 call-to action and us to the re-open the hotel" --  
11 I'm sorry; I think out loud.

12 MS. LUNDY: Try to do that, as --

13 MS. RISMAN: Can you read the last question,  
14 please? Just the last one.

15 (Whereupon, the requested portion of the  
16 record was read back.)

17 A. Yes, that's what it states.

18 Q. And you wrote that portion of this letter,  
19 correct?

20 MS. LUNDY: Objection.

21 A. It would have been a collaborative effort.

22 Q. The letter is signed by you, correct?

23 A. Right, but it would have gone under my name.

24 Q. So the employees that were furloughed by the  
25 Four Seasons New York that received that letter,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 they would have thought you wrote that portion of  
2 the letter, correct?

3 MS. LUNDY: Objection.

4 A. Well, I think things -- yeah. Yes.

5 Q. Now, looking to 2729 of this document,  
6 Plaintiffs' 16, Bates-stamped 2729 on the bottom,  
7 where it states "Furlough/Paid Time  
8 Off/Unemployment," is that the part that you said  
9 you took from another website?

10 A. Well, no. The time off would have been  
11 taken from our policies, I would imagine.

12 Q. Do you see where it says "Furlough"?

13 A. Where? On the --

14 Q. On that same heading, it says "Furlough" --

15 A. "Furlough/Paid Time Off/Unemployment."

16 Q. Do you see that?

17 A. Yes.

18 Q. So by that time, the employees at the Four  
19 Seasons Hotel New York were already on furlough,  
20 correct?

21 MS. LUNDY: Objection.

22 A. Well, it goes back to what I've been saying  
23 all along, is, we were closed under the direction  
24 of the Governor's office; we weren't sure when we  
25 would recall staff; there were certain -- there

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 were certain nonessential divisions that we  
2 couldn't operate because of the mandate, and I  
3 think it was really unclear at the time only  
4 because we had every -- we had every -- expectation  
5 to be back -- be back -- in a fully operating hotel  
6 within a month.

7 Q. Okay. Ms. Ortiz, it is possible to put your  
8 employees that worked for the Four Seasons New York  
9 on temporary furlough, correct?

10 MS. LUNDY: Objection.

11 A. Yes.

12 Q. Yes. So temporary furlough can mean one  
13 month, correct?

14 A. Correct.

15 Q. So --

16 A. So yes. I see what you're saying.

17 Q. So just because the Four Seasons New York  
18 wanted to bring the hotels employees back did not  
19 mean that those same hotel employees were not  
20 placed on furlough, correct?

21 MS. LUNDY: Objection.

22 A. Correct, and again, that was due to -- so  
23 even in the one, two, three, four, the fifth  
24 paragraph, there was still the Statewide  
25 stay-at-home order until April 29th; then, we had

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 expressed there that we would reopen on April 30th.  
2 So it's confusing, right, because I don't know that  
3 we ever decided to close or reopen; it was the  
4 circumstances at the time and the situation with  
5 COVID and the mandates and the health scare and all  
6 -- there were multiple -- there were multiple  
7 issues happening at the time. To answer your  
8 question, yes. If you want to use the term  
9 "furlough," these were people that were placed on  
10 furlough or out of work due to the Governor's  
11 office and the mandate for closure and the  
12 stay-at-home order; I forgot about the stay-at-home  
13 order, so this reminded me (indicating).

14 Q. So, Ms. Ortiz, are you aware of how many  
15 nonunion employees were laid off or placed on  
16 furlough on that date, April 9th, 2020?

17 A. Not off the top of my head; I would have to  
18 look.

19 Q. And focusing your attention on this letter  
20 marked Plaintiffs' 16, were there multiple drafts  
21 of this letter prior to it going out to the  
22 employees?

23 A. There might have been.

24 MS. RISMAN: We'd call for production of  
25 those drafts.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: If you'll follow up in writing,  
2 we'll respond in turn. Thank you.

3 A. I can't say for sure. I don't know -- I  
4 think -- when I say "multiple drafts," what I mean  
5 is that maybe I wrote, "On March 20th, in an  
6 abundance of caution, I sent it out" and the  
7 Director of Sales and Marketing said "Don't use the  
8 word 'abundance'; use 'in an effort.'" That's what  
9 I mean. I don't mean, like, full-on drafts; I  
10 mean, like, edits; and I can't -- this, I think  
11 specifically, is from my office, based on  
12 conversations we would have had. Anything we do in  
13 the hospitality industry is collaborative; we don't  
14 work in silos.

15 Q. You just mentioned that you may have sent a  
16 draft to someone and they told you to change a  
17 particular word, correct?

18 A. It wouldn't have been the draft; it would  
19 have been, like, "Here it is," and then, it comes  
20 back "Don't use 'abundance of caution'; use 'in an  
21 effort to maintain safety'," for example. That, to  
22 me, is not a rewrite; that's not multiple drafts;  
23 it's just an edit on a word.

24 Q. So when you say, "Here it is," isn't that a  
25 draft of a letter?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. So in my writing, I would say, "Please see  
3 attached. Let me know if you have any changes. If  
4 you don't have any changes, I'm sending it out."

5 Q. So that would be a draft of a letter,  
6 correct?

7 MS. LUNDY: Objection.

8 A. Sure.

9 Q. You testified previously that paying that  
10 one week's salary was the right thing to do. And  
11 I'm paraphrasing what you said.

12 A. Yes.

13 Q. Right. Do you believe it was also the right  
14 thing to do to continue paying for the employees'  
15 medical benefits after they were on furlough?

16 A. Yes.

17 Q. Did the Four Seasons New York, do that?

18 A. We did.

19 Q. For how long?

20 A. I think everyone got an additional two  
21 months, I believe; it was an additional two or  
22 three months after their last day of work.

23 Q. And were you the reason that they received  
24 those benefits?

25 A. Well, I don't know.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Did you ask anyone to provide those benefits  
2 to the employees that were furloughed?

3 MS. LUNDY: Objection.

4 A. I probably would have.

5 Q. Did you propose to anybody that the  
6 employees continue to get paid their salary while  
7 on furlough?

8 A. Not that I recall.

9 (Whereupon, an e-mail chain encompassing the  
10 dates 3-26-20 and 4-8-20 and Bates-stamped  
11 WarnerDEF001160 through WarnerDEF001161 was  
12 marked as Plaintiffs' Exhibit 17 for  
13 identification, as of this date.)

14 Q. Ms. Ortiz, I see you shaking your head as  
15 you sit there. I'm going to be showing you what's  
16 just been marked as Plaintiffs' 17, and I'm  
17 presuming by you shaking your head, you've seen  
18 this e-mail before, correct?

19 MS. LUNDY: Objection.

20 A. Again, I don't remember the specific e-mail;  
21 I remember this discussion.

22 Q. And tell me about what you remember about  
23 this discussion.

24 A. Just that I think we -- as an executive  
25 committee, we had discussed paying, like, a stipend



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 or a percentage of, I don't know, salary or --  
2 yeah, salary continuation for the furloughed  
3 employees and the managers, and we had also raised  
4 the idea that it would be -- it would be -- good to  
5 pay at least some type of benefits coverage for an  
6 -- for some period of time, whether it was two or  
7 three months, given the unusual circumstances and  
8 given the fact that we were unsure as to when we  
9 would reopen.

10 Q. But you would agree with me that according  
11 to this e-mail, it was Mr. Warner who "approved  
12 the... health benefits for furloughed employees for  
13 2 months but said no wages will be provided at this  
14 time," correct?

15 MS. LUNDY: Objection.

16 A. That's what it says. Yes.

17 Q. Do you know that e-mail to be a true and  
18 accurate depiction of the e-mails that were  
19 exchanged on that date?

20 MS. LUNDY: Objection.

21 A. I don't remember, but I know that the  
22 decision -- we discussed paying additional benefits  
23 and we discussed not paying additional salary.

24 Q. Right, but you asked to have employees paid  
25 an additional salary, correct?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. We did.

3 Q. And that was rejected by Mr. Warner,  
4 correct?

5 A. I don't know for a fact, but that's what  
6 this e-mail says.

7 Q. Do you have any reason to believe this  
8 e-mail is not true and accurate?

9 MS. LUNDY: Objection.

10 A. No.

11 Q. At any time in the drafting of the WARN  
12 notices, did anyone tell you not to use the word  
13 "permanent"?

14 MS. LUNDY: Objection to the extent it calls  
15 for privileged communications; I direct you not  
16 to answer if it was not a communication with  
17 your attorney.

18 A. Okay.

19 MR. BRUSTEIN: You mean if it was?

20 MS. LUNDY: If it was not, you may not; if  
21 it was, you may not. Did that make sense? Did  
22 I switch it around?

23 A. I understand what you're saying; I'm just  
24 trying to remember where the direction came from.  
25 I can't answer that question.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Okay. Would you agree with me that there  
2 was protocol at the Four Seasons New York that when  
3 it came to the furloughs of the employees, the word  
4 "permanent" should never be used --

5 MS. LUNDY: Objection.

6 Q. -- related to their layoffs?

7 MS. LUNDY: Note my objection.

8 A. Yes.

9 Q. And you would agree with me that is why the  
10 furloughs were always labeled "temporary  
11 furloughs," correct?

12 MS. LUNDY: Objection.

13 A. No. I would say that the furloughs were  
14 labeled "temporary" because the furloughs were  
15 temporary.

16 Q. Okay. But those furloughs at some point  
17 were no longer temporary, correct?

18 MS. LUNDY: Objection.

19 A. No, they're still temporary.

20 Q. Do you know what the meaning of "temporary"  
21 is?

22 MS. LUNDY: Objection.

23 A. Not permanent.

24 Q. Okay. And you'd agree with me that  
25 permanent layoffs would be something longer than a

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 certain period of time, correct?

2 MS. LUNDY: Objection.

3 A. No. I think "permanent" is -- there's a  
4 definitive end; "temporary" is there is no end.

5 Q. Have you ever looked up the definition of  
6 "temporary"?

7 A. No, but I consider myself educated enough to  
8 understand what the definition is and what the word  
9 is.

10 Q. If I told you that the definition of  
11 "temporary" is something which is not intended to  
12 last for a long time, would you think that  
13 definition was correct?

14 MS. LUNDY: Objection.

15 A. I think "long time" is subjective, it's  
16 relative, it's based on your experience. "Long  
17 time" depends on the situation.

18 Q. Do you think a few years is a long time for  
19 a furlough to last?

20 MS. LUNDY: Objection.

21 A. Long time? What's a long time? I think  
22 it's relative. It depends on what you're looking  
23 at. Is three years a long time? From the time I  
24 woke up this morning to now has been a really long  
25 time, right? So it's all relative.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So, Ms. Ortiz, do you think that three years  
2 to go without a salary is a long time to be without  
3 a salary?

4 MS. LUNDY: Objection.

5 A. Again, that's relative. If somebody's  
6 independently wealthy or they don't need to work,  
7 then they don't need a salary.

8 Q. Do you think the employees that worked the  
9 Four Seasons New York mostly were independently  
10 wealthy?

11 A. I know that some are that haven't worked.

12 Q. And who are those people?

13 A. I don't know. They retired or they moved  
14 or --

15 Q. But would you agree with me that most of the  
16 people that worked at the Four Seasons New York  
17 were not independently wealthy?

18 A. I think that's safe to say.

19 Q. So do you think that those people that were  
20 not independently wealthy that worked for the Four  
21 Seasons New York being on furlough and not being  
22 paid a salary for about three years now is a long  
23 time not to be paid a salary?

24 MS. LUNDY: Objection.

25 A. Why are they not being paid a salary?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. You have to first answer my question.

2 A. Well, I'm asking for clarity, though.  
3 They're not being paid a salary. Is that because  
4 they've not chosen to work, or is it because  
5 they've not chosen to supplement their wages?  
6 That's -- I just need clarity on that.

7 Q. So they can't work for the Four Seasons  
8 New York, correct?

9 A. Correct.

10 Q. And you said they've not chosen to work. Is  
11 that where -- withdrawn.

12 Are you saying they should be working  
13 somewhere else other than the Four Seasons  
14 New York?

15 A. No, I'm asking the question are they not  
16 making a salary because they're not working  
17 anywhere else?

18 Q. My question to you is, should those people  
19 that are on furlough from the Four Seasons New York  
20 be seeking to work in other places at this time  
21 while they're on furlough?

22 MS. LUNDY: Objection.

23 A. That's not my decision; that's an  
24 independent decision. I don't know.

25 Q. Your question to me was, is it because they

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 are not working, correct? So my question to you  
2 back is, do you think that those people that are  
3 currently on furlough for the Four Seasons New York  
4 should be working elsewhere at this time while  
5 they're on furlough?

6 MS. LUNDY: Objection.

7 A. So -- they could be.

8 Q. So they should be seeking other work,  
9 correct?

10 A. I didn't say "should"; I said they could.

11 Q. They could be seeking other work, right?

12 A. They could be.

13 Q. Because Four Seasons New York has no  
14 intention of bringing them back to work?

15 MR. WAGNER: Objection.

16 MS. LUNDY: Objection.

17 A. That's not true.

18 Q. So why should they be seeking other work,  
19 then?

20 MS. LUNDY: Objection.

21 A. If I don't have a salary for three years,  
22 I'm going to be working; I'm going to be something  
23 else. That was all I meant. I wouldn't go for  
24 three years and not work.

25 Q. Do you think a lot of those people that

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 worked at the Four Seasons New York relied on the  
2 fact that the hotel would be reopening and they  
3 would be getting their jobs back?

4 MS. LUNDY: Objection.

5 A. And they still have that opportunity. Yes.

6 Q. And when is it that they would have that  
7 opportunity?

8 A. I've already answered that question. I  
9 don't know.

10 Q. So my question to you, again, is, for those  
11 people who worked at the Four Seasons New York that  
12 have gone without a salary for three years, is that  
13 a long time to be without a salary?

14 MS. LUNDY: Objection.

15 A. If a person has chosen not to work in that  
16 three-year period, that is a long time to go  
17 without a salary.

18 Q. So focusing your attention back to the label  
19 of a temporary layoff versus a permanent layoff, do  
20 you recall the reason why the furlough of the  
21 employees of the Four Seasons New York should only  
22 be called "temporary"?

23 MS. LUNDY: Objection.

24 A. Because it is temporary; we have every  
25 intention to reopen.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And when you say "we," who do you mean?

2 A. I have every intention on the property  
3 reopening.

4 (Whereupon, a two-page e-mail chain among  
5 Nicole Spillane, Michal Dedera, Rudy Tauscher,  
6 and Elizabeth Ortiz on 3-19-20 and Bates-stamped  
7 WarnerDEF008174 through 008175 was marked as  
8 Plaintiffs' Exhibit 19 for identification, as of  
9 this date.)

10 Q. So --

11 MS. LUNDY: I don't think she's done  
12 reading.

13 Q. It's okay. While you read, I can still say  
14 -- so, Ms. Ortiz, I'm giving you what --

15 MS. LUNDY: I'm sorry, Ms. Risman. Can you  
16 just give her a minute to finish reading the  
17 document so she can hear your question? She  
18 can't do two things at once.

19 MS. RISMAN: My question is just for the  
20 court reporter, that I'm marking it as  
21 Plaintiffs' 18; that's all it is.

22 Q. So, for the record, Ms. Ortiz, I'm marking  
23 this document as Plaintiffs' 18, Bates-stamped  
24 WarnerDEF8174, 8175, and just let me know when  
25 you're done reviewing.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Okay.

2 Q. Ms. Ortiz, would you agree with me that this  
3 is an e-mail between Nicole Spillane, Michal Deder  
4 from Rudy Tauscher --

5 MS. LUNDY: What page are you on?

6 MS. RISMAN: Oh. 8174.

7 MS. LUNDY: There's multiple e-mails on this  
8 page.

9 MS. RISMAN: I understand; your objection's  
10 noted.

11 Q. So, at the top of the page, you'll see that  
12 there's an e-mail exchange between Nicole Spillane  
13 from Rudy Tauscher, and you're CC-ed on that  
14 e-mail, correct?

15 A. Correct.

16 Q. And can you read that e-mail?

17 A. Sure. "Dear Nicole: Because of legal  
18 issues, please use the term 'temporary' closing at  
19 all times and in any communication going forward.  
20 This can/should never...be misconstrued as a  
21 permanent 'closure.'"

22 Q. So do you know why this can never be  
23 misconstrued as a permanent closure?

24 A. Because we never had any intention of it  
25 being a permanent closure.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And can you tell me what legal issues are at  
2 stake here?

3 MS. LUNDY: Objection.

4 A. I don't know what he would have meant.

5 Q. And you'd agree with me -- so this e-mail is  
6 dated March 19th, 2020?

7 A. Yes.

8 Q. And from the time of that e-mail, would you  
9 agree with me that nobody at the Four Seasons  
10 New York ever used the word "permanent" when it  
11 came to either the closure of the hotel or the  
12 furloughs, correct?

13 MS. LUNDY: Objection.

14 A. I don't know why we would have said  
15 "permanent closure" anyway, because it wasn't a  
16 permanent closure. I don't know where that came  
17 from, but I do know that we wanted to be very clear  
18 that we were not closing. We wanted to make sure  
19 everyone -- "everyone" meaning the public, the  
20 guests, the employees -- knew that we were not  
21 closing permanently forever; that's all that that  
22 meant.

23 Q. And prior to this date, March 19th, 2020,  
24 was there somebody who used the word "permanent  
25 closure"?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. No, I don't know.

2 Q. And did there ever come a time that anybody  
3 used the word "permanent layoffs" relating to the  
4 layoffs that the employees from the Four Seasons  
5 New York were on?

6 MS. LUNDY: Objection.

7 A. It's never been permanent. No.

8 Q. You had said previously that you were  
9 familiar with the WARN Act, correct?

10 A. Yes.

11 Q. Do you recall any part of the WARN Act that  
12 states after an employee is on furlough for more  
13 than six months, that employment is then deemed a  
14 permanent layoff?

15 MS. LUNDY: Objection. That's not what the  
16 WARN Act says.

17 Q. I'm not -- I'm asking you whether you know  
18 anything about the WARN Act related to permanent  
19 layoffs.

20 A. I don't know of any language in the WARN Act  
21 that says after six months it's considered  
22 permanent layoff. No.

23 Q. Do you know if any language in the WARN Act  
24 states that after six months it's considered a  
25 termination of employment?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. No.

3 Q. So back in March 19th, 2020, when that  
4 e-mail was sent to you, did you think that the  
5 furloughs would last for over three years?

6 A. No.

7 Q. And had you thought the furloughs would last  
8 for over three years, would you then consider them  
9 to be permanent furloughs?

10 MS. LUNDY: Objection.

11 A. I wouldn't have thought -- I wouldn't have  
12 thought about it.

13 Q. So what if the layoffs lasts for ten years?  
14 Would you consider them to be permanent layoffs?

15 MR. WAGNER: Objection.

16 MS. LUNDY: Objection.

17 A. Not if an operation is still operating.

18 Q. While on furlough, have any employees  
19 provided you with resignation letters?

20 A. Some, yes.

21 Q. How many resignation letters do you have?

22 A. I would have to look.

23 Q. And where are those kept?

24 A. In the HRIS.

25 Q. Is that in your office?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. It's on a server; it's electronic.

2 MS. RISMAN: We call for the production of  
3 any resignation letters.

4 MS. LUNDY: Please follow up in writing and  
5 we will respond in turn.

6 Q. Were those resignation letters from union  
7 employees or nonunion employees?

8 A. Some. Some have -- I think it's just  
9 employees in general. I don't know.

10 Q. And approximately how many resignation  
11 letters do you think you received from March of  
12 2020 until today's date?

13 A. I would have to look at the termination  
14 file, which you have.

15 Q. The what file?

16 A. The termination list, I would have to look  
17 at it, and we've produced that.

18 Q. But you haven't produced the resignation  
19 letters, have you, to your knowledge?

20 MS. LUNDY: Objection.

21 A. No. Probably -- I don't know. I'd have to  
22 look.

23 Q. Do you recall in 2020 having people sign  
24 acknowledgment forms?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. What acknowledgment forms?

2 Q. Do you know what an acknowledgment form is?

3 A. Acknowledging what?

4 Q. I'm just asking you, do you know what an  
5 acknowledgment form is?

6 MS. LUNDY: I object.

7 A. But an acknowledgment to what?

8 Q. I'm just asking you if you ever had anyone  
9 sign any acknowledgment forms.

10 MS. LUNDY: Objection.

11 Q. If you know.

12 A. It's possible if we had new hires.

13 Q. So did you have any new hires in July of  
14 2020?

15 A. In July of 2020?

16 Q. Yes.

17 A. No, we were closed.

18 Q. Did you ever have any new hires in August of  
19 2020?

20 A. No.

21 Q. Did you ever ask employees that were  
22 scheduled to work during those months to sign  
23 acknowledgment forms?

24 MS. LUNDY: Objection.

25 A. If so, it would have been for the Meal

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 stipend or the Uniform Maintenance stipend; that's  
2 the only two things that I can think of.

3 Q. So what is the Meal stipend?

4 A. We no longer served food, and in place of  
5 not serving food, we would give, I think we're  
6 doing, like, \$20 or \$10 a day -- I don't  
7 remember -- in lieu of providing food on the  
8 property for those people that are on the property;  
9 and then, the laundry would be for people who  
10 launder their own uniforms, because under the  
11 New York Hospitality Wage Order, we're required to  
12 provide for both of those.

13 Q. Do you recall in May of 2020 that New York  
14 was attempting to open back up --

15 MS. LUNDY: Objection.

16 Q. -- for business?

17 MS. LUNDY: Objection.

18 A. Sure. I guess so. I don't remember.

19 MS. LUNDY: Please don't guess.

20 THE WITNESS: Sorry.

21 A. I don't remember.

22 Q. Do you remember receiving anything from  
23 New York State related to opening up New York for  
24 business?

25 A. No.



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. You mentioned the Planning Committee earlier  
2 in your testimony, correct?

3 A. Uh-huh.

4 Q. What is the Planning Committee?

5 A. It's the key leaders of the hotel -- the  
6 executive leaders of the hotel -- which I've  
7 mentioned several times -- that include the  
8 General Manager, myself, Directors of Sales and  
9 Marketing, Director of Engineering, Hotel Manager,  
10 Director of Rooms -- all the division heads anyway  
11 -- and that's what it was. So it's the C.O.R.E.  
12 leadership of the property.

13 MS. RISMAN: Nineteen, please.

14 (Whereupon, an e-mail from Elizabeth Ortiz  
15 to NYE Planning Committee dated 5-12-20 and  
16 Bates-stamped WarnerDEF002111 was marked as  
17 Plaintiffs' Exhibit 19, and a document  
18 Bates-stamped WarnerDEF002112 through  
19 WarnerDEF002198, with the cover page entitled  
20 "NY Forward A Guide To Reopening New York &  
21 Building Back Better" was marked as Plaintiffs'  
22 Exhibit 20 for identification, as of this date.)

23 Q. Ms. Ortiz, I'm going to be showing you  
24 what's been marked as Plaintiffs' 19 and  
25 Plaintiffs' 20. So Plaintiffs' 19 is Bates-stamped

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 WarnerDEF2111, and Plaintiffs' 20 is Bates-stamped  
2 WarnerDEF2112 until 2162 [sic]. And I'm just  
3 focusing your attention now to Plaintiffs' 19 2111.  
4 Is that an e-mail from you to the NYF Planning  
5 Committee?

6 A. Yes.

7 Q. What does NYF stand for?

8 MS. LUNDY: Objection.

9 A. It's a code. It's a payroll -- it's an  
10 e-mail code.

11 Q. So who did this e-mail go to?

12 A. To the people I just mentioned earlier on  
13 the Planning Committee: the executive leaders.

14 Q. Okay. And you'd agree with me that you  
15 write in this e-mail, second paragraph from the  
16 bottom, "Although hotels were deemed essential  
17 businesses and were permitted to remain open, the  
18 re-opening guidelines do not allow for certain  
19 aspects of a hotel (like the health club) to  
20 operate when the order lapses. We urge you to  
21 review the re-opening guidelines for further  
22 direction." Do you see that?

23 A. Yes.

24 Q. So what were the reopening guidelines that  
25 everyone was told to review here?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. I assume this is the New York Forward  
2 document that's attached on Exhibit 20.

3       Q. So there were no other reopening guidelines  
4 that you're referring to?

5       A. No.

6       Q. So this document that's attached as  
7 Exhibit 20, it's marked confidential. Do you see  
8 that?

9       A. Where?

10      Q. On the bottom left-hand side, it says  
11 "Confidential."

12      A. Yes.

13      Q. Was this confidentially given to you  
14 directly by the Governor?

15      A. No, I don't remember. I don't know. This  
16 would have been printed from the link that's  
17 attached here. I don't know where the  
18 "Confidential" came from; it's not mine.

19      Q. And you'd agree with me that Plaintiffs' 20  
20 was a document where the cover stated, "New York  
21 Forward," correct?

22      A. Yes.

23      Q. And said "A Guide To Reopening New York &  
24 Building Back Better," correct?

25      A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And throughout, it spoke about how New York  
2 could reopen, correct?

3 MS. LUNDY: Objection.

4 Q. Without going through every single page,  
5 this was a document that New York sent out?

6 A. It was issued by the Governor's office.  
7 Yes.

8 Q. And did you use this in any way to try to  
9 reopen the Four Seasons New York?

10 A. Not that I recall.

11 MS. LUNDY: Can we just go off the record  
12 for a second?

13 (Whereupon, a discussion was held off the  
14 record.)

15 MS. RISMAN: We can do five minutes.

16 (Whereupon, a break was taken at 3:56 p.m.,  
17 and the deposition resumed at 4:05 p.m.)

18 Q. So, Ms. Ortiz, going back to the WARN  
19 notices that were sent to the nonunion employees,  
20 were those notices mailed out?

21 A. Yes.

22 Q. Were they also e-mailed?

23 A. Most likely, yes.

24 Q. And do you know how many people they were  
25 sent to?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. No. Probably, like, 50 or 60. I don't  
2 remember off the top of my head.

3 Q. If I said 78, would that refresh your  
4 recollection?

5 MS. LUNDY: Objection.

6 A. Yeah, that sounds about right.

7 THE WITNESS: Sorry.

8 Q. And who entered the change in address of  
9 every letter?

10 MS. LUNDY: Objection.

11 A. Say that again?

12 Q. So who entered the change of the name, the  
13 address, and the date of layoff in every one of  
14 these letters?

15 MS. LUNDY: Objection.

16 A. I think I answered that earlier. It would  
17 have been one of my assistants, probably Lisa,  
18 because she did all the mail merge, or Alex.

19 Q. And did somebody actually stuff an envelope  
20 with each of these letters?

21 A. They would have. Yes.

22 Q. And was there a particular procedure that  
23 was done to ensure that everyone received their  
24 letter?

25 A. I don't think so. Not anything other than

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 the normal. No.

2 Q. And was there any type of checklist that  
3 somebody had to go through to make sure that the  
4 letters were mailed out properly?

5 A. I don't think so. It was a smaller group  
6 and they had already done bulk mailing, so it would  
7 have been the same process.

8 Q. Was there any process used that ensured that  
9 no one was missed and everyone received the letter?

10 A. That would have been through the employee  
11 data checklist. If that's what you're referring  
12 to, then yes.

13 Q. And how were these letters kept --

14 MS. LUNDY: Objection.

15 Q. -- by the Four Seasons New York?

16 MS. LUNDY: Objection.

17 A. What do you mean "how they were kept"?

18 Q. Were these letters kept on a computer system  
19 or some other way?

20 A. Everything we have is electronic.

21 Q. And did anyone follow up with the employees  
22 to make sure that they received these letters?

23 A. I don't know. I didn't.

24 Q. And can you tell me why these letters were  
25 not sent before August 5th, 2020 to the nonunion

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 employees of FSNY?

2 MS. LUNDY: Objection.

3 A. I think I've answered that question. I  
4 think at the time, we had a rolling reopening date  
5 and we didn't anticipate any extended layoffs, and  
6 if you see by the dates on the letters, there are  
7 varying dates of letters; we had every intention  
8 of, you know, just calling people back, and we  
9 wanted to make sure that -- I guess that we had the  
10 -- I don't know what we wanted to make sure. I  
11 think that there was never any intention for them  
12 to be out so long.

13 Q. But you'd agree with me that the WARN notice  
14 to the union employees was sent in March of 2020,  
15 correct?

16 MS. LUNDY: Objection.

17 A. Yes, because that was a larger group, right?  
18 So that's, like, a mass layoff. These nonunion  
19 employees had varying dates of layoffs, so --

20 Q. Would you agree with me that most of the  
21 layoff dates for this group of 78 nonunion  
22 employees was in March of 2020?

23 MS. LUNDY: Objection.

24 A. No. I would have to look at it; I think  
25 there are varying dates there.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And we discussed previously that the dates  
2 listed for some of these employees, although their  
3 salary was decreased by more than 50 percent, the  
4 dates put on these letters was essentially the last  
5 day that they worked for Four Seasons New York,  
6 correct?

7 A. That would be -- yes.

8 Q. Now, do you recall a closure plan being  
9 discussed in 2020?

10 MS. LUNDY: Objection.

11 A. I might, but I've probably forgotten. I'd  
12 have to jog my memory.

13 Q. Are you aware of any revised closure  
14 staffing model for New York?

15 A. So, again, that was just every -- every day,  
16 every week, it was, like, a different conversation:  
17 Are we opening next week? Are we opening at the  
18 end of the month? Are we opening in the middle of  
19 next month? So that staffing model would have been  
20 adjusted and revised based on those conversations.

21 Q. And who would be reviewing that staffing  
22 model?

23 MS. LUNDY: Objection.

24 A. At the time, it would have been whatever  
25 leaderships that were in the Executive Committee



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 that were on property.

2 Q. So is it your testimony that in June of  
3 2020, the hotel had no intention of renovating the  
4 hotel prior to reopening it?

5 MS. LUNDY: Objection.

6 A. What do you mean "the hotel," though? The  
7 hotel or the operators?

8 Q. So my question to you is, in June of 2020,  
9 did anyone, whether operators or owners or  
10 managers, have any intention of renovating the  
11 hotel prior to reopening the hotel?

12 MR. WAGNER: Objection.

13 MS. LUNDY: Objection.

14 A. I think I've answered that question; I think  
15 we talked about there were conversations of before  
16 we reopen; like, we talked about the cafeteria  
17 before, we talked about, you know, new carpeting or  
18 the employee locker rooms; there were always  
19 different discussions -- "Wow. We should take this  
20 time of closure to, you know, rework some of these  
21 areas." So I think the conversation was always  
22 ongoing.

23 Q. So, Ms. Ortiz, I'm not asking you about  
24 conversations; I'm asking you whether there was a  
25 decision in June of 2020 that renovations had to be

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 done prior to the hotel reopening for business.

2 MS. LUNDY: Objection.

3 A. I don't remember.

4 Q. Do you recall whether Antoine Chahwan ever  
5 provided you with any reopening model?

6 A. Not specifically. I'd have to see it.

7 Q. Do you recall whether Mr. Chahwan ever made  
8 any determination that the General Manager should  
9 be retained in case there was a closure of the  
10 hotel?

11 MS. LUNDY: Objection.

12 A. I don't understand the question.

13 Q. So I'm going to be showing you what's marked  
14 as 21.

15 (Whereupon, an e-mail by Rudy Tauscher to  
16 Cathy Hwang and CC-ing Antoine Chahwan and  
17 Elizabeth Ortiz dated 6-22-20 and Bates-stamped  
18 WarnerDEF000903 was marked as Plaintiffs'  
19 Exhibit 21 for identification, as of this date.)

20 Q. Ms. Ortiz, I'm going to be showing you  
21 what's been marked as Plaintiffs' 21, WarnerDEF9097  
22 [sic]. Are you aware that there was a closure  
23 label model that was discussed between the various  
24 ownership and operation persons --

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. In relation to this e-mail?

2 Q. So I'm just wondering if this e-mail  
3 refreshes your recollection as to whether there was  
4 any discussion related to a closure label model for  
5 the Four Seasons New York.

6 MS. LUNDY: Objection.

7 A. No. What this e-mail does is it reminds me  
8 of our due diligence to notify the union of any  
9 continuation of a closure, which is what this does.

10 Q. And do you see where it says, "Our  
11 requirement is that GM is retained in the attached  
12 version shown. Both GM and HM positions remaining  
13 until the issue is resolved"? Do you see that?

14 MS. LUNDY: We're looking at a different  
15 e-mail.

16 MS. RISMAN: Are you? I'm sorry.

17 A. WarnerDEF903.

18 Q. Sorry about that. Hold on. Oh, okay. I'm  
19 sorry. So this e-mail deals with your notification  
20 to the union, correct?

21 MS. LUNDY: Objection.

22 Q. This e-mail -- I'm sorry. Warner DEF903  
23 deals with your communication to the union,  
24 correct?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Not mine.

2 Q. Tell me, what is Plaintiffs' 21  
3 Bates-stamped Warner DEF903? Is that an e-mail you  
4 ever saw before?

5 A. Well, my name is on it; I don't remember the  
6 specific e-mail, but I remember this discussion.

7 Q. And what do you remember about the  
8 discussion?

9 A. Nothing. We did our due diligence to let  
10 the -- notify the union of our temporary closure,  
11 that we would reopen at the end of August or early  
12 September.

13 Q. And did you continue to notify the union  
14 when the hotel didn't reopen?

15 MS. LUNDY: Objection.

16 A. We continued to notify the union as per the  
17 contract of any reduced workweeks or layoffs.

18 Q. And at some point, the Four Seasons New York  
19 entered into a stipulation with the union, correct?

20 MS. LUNDY: Objection.

21 A. That's a broad question. I mean, there's  
22 several side letters. I don't know which one  
23 you're referring to.

24 Q. At some point, did the Four Seasons New York  
25 enter into a settlement agreement with the union,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 where they agreed to pay union members monies while  
2 the union members were on layoff?

3 MS. LUNDY: Objection.

4 A. That was a City Council decision.

5 Q. Other than the City Council decision, was  
6 there any other settlement agreement that was  
7 entered into --

8 MS. RISMAN: I think that was part of your  
9 -- your -- exhibits.

10 MS. LUNDY: Our Defendants' exhibits from  
11 Plaintiff's --

12 A. I'm sorry. What was the question again?

13 MS. LUNDY: Do you know where it is?

14 MR. BRUSTEIN: If you give me one minute,  
15 I'll tell you. Twenty-three.

16 Q. So, Ms. Ortiz, I'm going to show you what's  
17 previously been marked as Exhibit D23.

18 MS. LUNDY: I don't know if you made that  
19 distinction on the record.

20 MS. RISMAN: Yeah, I don't think he did.

21 Q. So I'm going to be showing you what's been  
22 previously marked as Exhibit 23, and that's  
23 Bates-stamped StaleyVFSR0304. Is that your  
24 signature on the bottom of the document?

25 A. Yes, it is.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Does that refresh your recollection whether  
2 Four Seasons New York entered into an agreement  
3 with the union to pay union members salaries during  
4 their furlough?

5 A. Yes.

6 Q. And so, according to this agreement, union  
7 members were paid \$350 a week, commencing on the  
8 week of September 5th, 2021, correct?

9 MS. LUNDY: Objection.

10 A. Yes.

11 Q. And that would be paid through January 1st,  
12 2022, correct?

13 A. Yes.

14 Q. Were there any other types of agreements  
15 similar to this one where the Four Seasons New York  
16 entered into an agreement with the union agreeing  
17 to pay union members throughout their furlough?

18 A. Yes, there was -- let me just read this.

19 Q. So, Ms. Ortiz, you just said there were  
20 other agreements that the union entered into with  
21 Four Seasons New York paying union members salaries  
22 other than this agreement, correct?

23 MS. LUNDY: Objection. I don't think that  
24 was her testimony; it was more specific.

25 A. No, I'm just -- I'm talking out loud. So

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 this was the first one; this is the enhanced  
2 severance agreement, and this came after the  
3 discontinuation of the City Council decision.

4 Q. And were there any other agreements after  
5 this agreement where the union members were  
6 continued to be paid a salary weekly?

7 MS. LUNDY: Objection.

8 A. I don't remember.

9 Q. Do you know if Four Seasons New York is  
10 currently paying union members a salary while  
11 they're on furlough?

12 A. That's a better question. Yes.

13 Q. They are?

14 A. Yes. So that stands to reason that there's  
15 an agreement somewhere; I just didn't remember it.

16 Q. But you'd agree with me that since the  
17 furlough date, nobody has been paying the nonunion  
18 members a salary, correct?

19 MS. LUNDY: Objection.

20 A. No, that's not true. Nonunion members are  
21 being paid as well.

22 Q. Which nonunion members are being paid?

23 A. I don't know off the top of my head. It  
24 would have been the hourly -- under the -- whatever  
25 employee was designated under the FLSA as nonexempt

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 and not administrative or whatever, that other  
2 specification is privy to confidential information.

3 Q. And do you have a list of those members that  
4 were paid --

5 A. Yeah, I think --

6 Q. -- based on --

7 A. I think it's been provided.

8 Q. -- based on what you're talking about right  
9 now?

10 A. Yes. I believe it's been provided.

11 Q. And how many nonunion members were paid that  
12 amount?

13 A. I would have to look.

14 Q. And what is the amount that was paid to  
15 them?

16 A. It's \$500 a week.

17 Q. And how long was it paid to these nonunion  
18 members?

19 A. Until the hotel reopens.

20 Q. So it's being paid to date?

21 A. Correct.

22 Q. And when did the payments start?

23 A. Well, it would have all been around the same  
24 time. So it was the City Council mandate, then  
25 that ended, then the union had this agreement, then



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 we agreed to pay -- to continue paying -- those  
2 nonunion employees that were categorized as  
3 nonexempt employees under the FLSA.

4 Q. Who did that agreement take place with  
5 between Four Seasons New York?

6 A. That would have been Hotel 57 Services, LLC  
7 and, I guess, the other entities.

8 Q. So is it your testimony that Hotel 57, LLC  
9 -- I'm sorry. Withdrawn.

10 Is it your testimony that Hotel 57  
11 Services, LLC, on their own, came into an agreement  
12 with the other Defendants in this case to pay some  
13 nonunion employees monies weekly, or are you saying  
14 something else?

15 MS. LUNDY: Objection.

16 A. No, it would have been a collaboration  
17 again.

18 Q. So, again, who is it that decided to pay  
19 some nonunion members \$500 a week until the old  
20 hotel opens?

21 A. So it would have been a collaboration  
22 between Hotel 57 Services, LLC Management, the  
23 operator, i.e. Four Seasons, and the ownership  
24 group.

25 Q. And do you know the reason that they decided

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 to pay those monies to some nonunion employees that  
2 were on furlough?

3 A. No.

4 Q. And do you know why it was decided not to  
5 pay some of the administrative employees --  
6 withdrawn.

7 Do you know why it was decided that  
8 administrative employees were not paid this \$500 a  
9 week?

10 A. So none of the exempt employees have been  
11 paid any of that money; it just followed suit under  
12 the City Council agreement that any of the  
13 nonexempt employees would continue and the exempt  
14 or those classified under the FLSA as  
15 administrative or having access to confidential  
16 information were not eligible for that money.

17 Q. So how many of those people were not  
18 eligible for that money that were nonunion  
19 employees?

20 A. I don't know off the top of my head.  
21 Probably four that I can think of.

22 Q. Other than the four you mentioned, was  
23 anyone else not eligible for those monies?

24 A. Not that I remember. I don't know. I'd  
25 have to look.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Can you name the four people?

2 A. Sure. I mean, they're categorized as  
3 nonexempt under the FLSA anyway. It would be the  
4 Executive Assistant Elizabeth Wedge (phonetic); it  
5 would be the -- I forget what her position is, but  
6 Vivian Holmes, whatever her position is, and then  
7 two of our sales managers, because they are deemed  
8 offsite sales managers eligible for overtime --  
9 overtime-eligible managers.

10 Q. So is it that the salaried positions would  
11 not be provided with these benefits but the hourly  
12 employees would?

13 A. It's not just the salary; it's the way  
14 they're classified under the FLSA. Like, Vivian  
15 Holmes is an hourly employee, but she's classified  
16 under the FLSA as an administrative -- has  
17 financial knowledge; I forget what all the -- that  
18 particular -- what the hell's it called? --  
19 classification is.

20 Q. How about Olive Ivey?

21 A. She's an exempt manager.

22 Q. So that's already five people that we named?

23 A. I forgot about Olive.

24 Q. Anybody else?

25 A. Well, yeah. I said there were the -- wait.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Hold on a second. Did everybody get that money?  
2 Yes, they did. Okay. Yeah. It would be any of  
3 the exempt managers wouldn't have gotten it.

4 Q. And everybody else would have gotten \$500 a  
5 week?

6 A. The hourly.

7 Q. The hourly employees would have received  
8 \$500 a week?

9 A. Nonexempt, yes.

10 Q. Is there any agreement that mandates that  
11 these payments continue to be made?

12 A. I would have to look. I can't imagine that  
13 I would have done it without there being an  
14 agreement, so -- and you may have it; I'd have to  
15 look for it.

16 MS. RISMAN: If this was not provided, we  
17 call the agreement be provided to us.

18 MS. LUNDY: Can we take a break for a  
19 minute?

20 MS. RISMAN: Sure.

21 MR. BRUSTEIN: You mean, like, a five-minute  
22 break?

23 MS. LUNDY: Yeah.

24 (Whereupon, a break was taken at 4:30 p.m.,  
25 and the deposition resumed at 4:35 p.m.)

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. RISMAN: We're back on? Just the last  
2 question. Sorry.

3 (Whereupon, the requested portion of the  
4 record was read back.)

5 Q. So if there is an agreement, is it kept at  
6 the Four Seasons New York?

7 A. So I have to -- let me just answer your  
8 question. Yes, they would be kept at the Four  
9 Seasons New York if there is an agreement.

10 Q. And to your knowledge, you believe there is  
11 some sort of agreement where some of these nonunion  
12 employees are continuing to be paid \$500 a week?

13 A. Yes, there would be; I wouldn't have  
14 arbitrarily made that decision.

15 Q. And are there any e-mails related to this  
16 agreement?

17 A. I'm sure there are, and I would think that  
18 it's been provided, but I can double-check.

19 MS. RISMAN: So we'd call for the production  
20 of this agreement in case we have not been  
21 provided it.

22 MS. LUNDY: Please follow up in writing, and  
23 we'll respond.

24 Q. Ms. Ortiz, are you familiar with the EmPact  
25 agreement that the Four Seasons employees had to

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 sign in order to work for the Four Seasons  
2 New York?

3 A. Yes.

4 Q. Are you aware of whether all Four Seasons  
5 employees sign an EmPact agreement?

6 A. Yes.

7 MR. WAGNER: Objection.

8 Q. And I'm asking you about Four Seasons  
9 employees and other Four Seasons sister properties.  
10 Are you aware of whether those employees also sign  
11 an EmPact agreement?

12 MS. LUNDY: Objection.

13 A. I wouldn't know.

14 Q. So you only know about the Four Seasons  
15 EmPact agreement that was signed by the employees  
16 of the Four Seasons New York, correct?

17 A. Yes. That I have personal knowledge of,  
18 yes.

19 Q. And you reviewed that EmPact agreement,  
20 correct?

21 A. Yes.

22 Q. And would you agree with me that the EmPact  
23 agreement is essentially the same for all employees  
24 except for various amendments that get put in at  
25 various times?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. I'm not sure what you mean by that.

3 Q. Is the EmPact agreement the same for all  
4 employees that work at Four Seasons New York?

5 MS. LUNDY: Objection.

6 A. Well, yeah. There's also those employees  
7 who are covered by the Collective Bargaining  
8 Agreement, so it is a little bit different; the  
9 arbitration process, the mediation process, that's  
10 very similar.

11 Q. Would you agree with me that the --  
12 withdrawn.

13 Would you agree with me that the EmPact  
14 agreement for the nonunion employees of Four  
15 Seasons New York is essentially the same for all of  
16 the nonunion employees?

17 A. Yes.

18 Q. Are there any differences in the EmPact  
19 agreement for nonunion employees from one employee  
20 to another?

21 MS. LUNDY: Objection.

22 A. Not that I believe.

23 Q. So are you aware whether Vivian Holmes  
24 signed an EmPact agreement with Four Seasons  
25 New York?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. Yes.

2 Q. And are you aware whether Olive Ivey signed  
3 an agreement?

4 A. Yes.

5 Q. And did Selena Staley sign a similar  
6 agreement?

7 A. Yes.

8 Q. And you'd agree that every single nonunion  
9 employee at Four Seasons New York must sign an  
10 EmPact agreement or they cannot work there?

11 MS. LUNDY: Objection.

12 MR. WAGNER: Objection.

13 A. No, I don't think it would be that they  
14 cannot work there. I think there's language -- I  
15 would have to look at it, but there's not "if you  
16 don't sign it, you can't work here."

17 Q. Do you know anybody -- withdrawn.

18 Do you know anyone that was employed by the  
19 Four Seasons New York that refused to sign the  
20 EmPact agreement?

21 A. No.

22 Q. And when is the first time that you read the  
23 EmPact agreement?

24 A. Probably when I was hired.

25 Q. And did you have to sign an EmPact agreement



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 as well?

2 A. I did.

3 Q. And --

4 A. I didn't have to; I chose to.

5 Q. And prior to testifying today, did you  
6 review the EmPact agreement?

7 A. Briefly, not recently.

8 Q. Okay. Prior to signing a declaration in  
9 this case, did you review the EmPact agreement?

10 A. What do you mean by that?

11 Q. Did there come a time that you signed a  
12 declaration in this case?

13 A. Probably. I don't remember.

14 (Whereupon, a discussion was held off the  
15 record.)

16 Q. So look, let's try -- so, Ms. Ortiz, I'm  
17 going to be showing you what's been previously  
18 marked as Exhibit 15.

19 A. Okay.

20 Q. Do you see that? And you'd agree with me  
21 that that's your declaration, correct?

22 A. Yes.

23 Q. And it states there, "Declaration of  
24 Elizabeth Ortiz," correct?

25 A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And Number One states, "I'm the Director of  
2 People and Culture for Defendant Hotel 57  
3 Services, LLC," correct?

4 A. Yes.

5 Q. Then, it says, "and respectfully submit this  
6 declaration in support of Defendants Hotel 57  
7 Services, LLC, Hotel 57, LLC, Ty Warner Hotels And  
8 Resorts LLC, and H. Ty Warner's collective, the  
9 Warner Defendants, motion to dismiss the Amended  
10 Complaint against the Warner Defendants in its  
11 entirety." Do you see that?

12 A. Yes.

13 Q. When I asked you previously whether you knew  
14 who Hotel 57, LLC, you said you didn't know who  
15 that was, right?

16 A. No.

17 Q. So how did you submit a declaration on their  
18 behalf if you don't know who Hotel 57, LLC is?

19 MS. LUNDY: Objection.

20 A. I didn't remember.

21 Q. Do you remember now?

22 A. It's one of the business entities.

23 Q. So on what basis do you have the authority  
24 to submit a declaration on behalf of Hotel 57, LLC?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. It's one of the business entities.

2 Q. And do you have a basis to submit a  
3 declaration on behalf of Ty Warner Hotels And  
4 Resorts LLC?

5 MS. LUNDY: Objection.

6 A. I would say as one of the business entities.

7 Q. Do you work for Ty Warner Hotels And  
8 Resorts LLC?

9 A. I work for Hotel 57 Services, LLC.

10 Q. So you'd agree with me that --

11 A. They're joint employers.

12 Q. So do you also have authority to submit a  
13 declaration on behalf of H. Ty Warner?

14 MS. LUNDY: Objection.

15 A. Yeah, I would think so.

16 Q. How is it that you'd also have authority to  
17 submit a declaration on behalf of H. Ty Warner?

18 MS. LUNDY: Objection.

19 A. It's a good question. I don't know.

20 Q. Is H. Ty Warner also a joint employer?

21 MS. LUNDY: Objection. Calls for a legal  
22 conclusion.

23 A. I don't know.

24 Q. So these other joint employers, Defendants  
25 Hotel 57 Services, LLC, Hotel 57, LLC, Ty Warner

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Hotels And Resorts --

2 A. Yes.

3 Q. -- are they the ones that draft the EmPact  
4 agreement?

5 MS. LUNDY: Objection.

6 A. Actually, I'm not sure.

7 Q. And so, focusing your attention to Exhibit D  
8 attached to your declaration, is that the EmPact  
9 agreement?

10 A. Yeah, it's the handbook which contains the  
11 EmPact agreement. Yes.

12 Q. Which part of it is the handbook and which  
13 part of it is the EmPact agreement?

14 A. Well, I mean, it's all part of it. There's  
15 the C.A.R.E. -- they call it EmPact; anyway, it's  
16 all part of the same thing. There's the C.A.R.E.  
17 provision in here somewhere, and then, there's the  
18 -- yeah, the C.A.R.E., and then, it's at the end.  
19 Yes.

20 Q. So according to your declaration, Number  
21 Three, Number Four, and Number Five, which is the  
22 second page of your declaration, you stated that --  
23 withdrawn. I'm sorry.

24 According to your declaration, Number Four,  
25 it states that "A true and correct copy of the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 EmPact agreement effective February, 2018 is  
2 annexed as Exhibit D." Do you see that?

3 A. Yes.

4 Q. Now, focusing your attention on Exhibit D  
5 there, and focusing your attention to Page Six of  
6 the agreement and --

7 A. Page Six in Exhibit D?

8 Q. Yes. And if you look at the top right  
9 corner, it says "Page 7 of 63 of Document 52-4."

10 A. Okay.

11 Q. You see a picture of someone there, right?

12 A. Yes.

13 Q. And who is that a picture of?

14 A. That's Rudy Tauscher.

15 Q. Do you know if Mr. Tauscher worked for the  
16 Four Seasons New York in February of 2018?

17 A. I don't remember.

18 Q. Do you know if the Plaintiffs Ms. Staley,  
19 Ms. Holmes, and Ms. Ivey signed the EmPact  
20 agreement when Mr. Tauscher was already working  
21 there?

22 A. Yes.

23 Q. What makes you say that?

24 A. Because I had to produce the signature pages  
25 at the onset of this conversation.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And where did you get the signature pages  
2 from?

3 A. The personnel files.

4 Q. And can you tell me, on the bottom of this  
5 agreement Exhibit D, the EmPact agreement, it  
6 states, "last revised February, 2018," correct?

7 A. Yes.

8 Q. Would you agree with me that in February,  
9 2018, the person that was the General Manager at  
10 the Four Seasons New York was Medhief Tekari --  
11 M-E-H-D-I-E-F, T-E-K-A-R-I?

12 A. I don't know; I wasn't there in 2018 in  
13 February.

14 Q. Now, according to your declaration, it also  
15 states that you submit this declaration in support  
16 of Defendants' Motion to Dismiss, correct?

17 A. Yes.

18 Q. So why do you think that Defendants' Motion  
19 To Dismiss should be granted?

20 MS. LUNDY: Objection.

21 A. I'm not an attorney, so I couldn't really  
22 respond to that.

23 Q. But is it your personal view that the  
24 Plaintiffs' case should be dismissed?

25 A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. On what basis?

2 MS. LUNDY: Objection.

3 A. What's the question?

4 Q. On what basis should the Plaintiffs' lawsuit  
5 be dismissed?

6 MS. LUNDY: Objection. Calls for legal  
7 conclusions.

8 THE WITNESS: Can I ask you --

9 MS. LUNDY: Not while a question is pending.

10 MS. RISMAN: We're just going to take five  
11 minutes. I'm sorry.

12 A. That's okay.

13 (Whereupon, a discussion was held off the  
14 record.)

15 (Whereupon, the requested portion of the  
16 record was read back.)

17 Q. So you wrote this declaration saying that  
18 Plaintiffs' action should be dismissed, correct?  
19 So I'm not asking you for a legal conclusion; I'm  
20 asking you why you personally thought it was okay  
21 to sign a declaration stating that the Plaintiffs'  
22 action should be dismissed.

23 MS. LUNDY: Can I have the exhibit back,  
24 please? Can the Witness have the document back  
25 while you're asking your question?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. RISMAN: Absolutely.

2 MS. LUNDY: Thank you so much. Can you read  
3 back the question, please?

4 (Whereupon, the requested portion of the  
5 record was read back.)

6 MS. LUNDY: Objection to the extent it  
7 mischaracterizes the declaration in evidence.

8 MS. RISMAN: So your objection is noted.

9 Q. Ms. Ortiz, what is your personal feeling as  
10 to why the Plaintiffs' action should be dismissed?

11 MS. LUNDY: Objection.

12 A. I think there's a couple of things. First  
13 of all, we're not permanently closed, and there's a  
14 process, I believe, under the C.A.R.E. and EmPact  
15 agreement that has not been followed.

16 Q. And what is that process that hasn't been  
17 followed?

18 A. There's an arbitration step, I think, that  
19 has been eliminated; there's the -- I don't know if  
20 it's mediation; there's the formal complaint with  
21 the hotel that has not been followed; a formal  
22 complaint with my office; I think there are steps  
23 that have been taken out of this agreement that  
24 have not been followed.

25 Q. So let's go into -- so I'm going to be



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 showing you what now we're marking as Plaintiffs'  
2 22.

3 (Whereupon, a 61-page document with the  
4 cover page titled "U.S. EmPact Employee Handbook  
5 with Four Seasons Hotel New York" was marked as  
6 Plaintiffs' Exhibit 22 for identification, as of  
7 this date.)

8 Q. So, Ms. Ortiz, focusing your attention to  
9 Page 56 of the EmPact agreement, the very bottom,  
10 where it states "No-Fault Separation Pay," it  
11 states here, "If I receive a permanent layoff with  
12 no right of recall or I am terminated for no fault,  
13 my termination would be considered 'no-fault,'"   
14 correct?

15 A. Yes.

16 Q. And it states that if that happens, then the  
17 person "[cannot] seek mediation or arbitration of a  
18 permanent lay-off or 'no-fault' termination under  
19 Step 6 of C.A.R.E.," correct?

20 A. Yes.

21 Q. Now, focusing your attention to 54 of that  
22 same document --

23 A. To Page 54?

24 Q. Yes, to Page 54, bottom left-hand side.

25 A. Yes.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. The very top of it says, "Complaint,  
2 Arbitration & Review For Employees," correct?

3 A. That's the C.A.R.E. agreement, yes.

4 Q. So Step 1 says, "I will discuss the matter  
5 informally with my immediate supervisor," correct?

6 A. Correct.

7 Q. So at the time that Plaintiffs filed this  
8 lawsuit, did they have an immediate supervisor?

9 A. They would have had supervisors that they  
10 worked for previously. Yes.

11 Q. Okay. So who was Ms. Ivey's supervisor in  
12 June, 2021?

13 A. That would have been Sharon Brambrut --  
14 B-R-A-M-B-R-U-T.

15 Q. Was she furloughed in June, 2021?

16 A. No.

17 Q. Was she furloughed in June, 2022?

18 A. No.

19 Q. Is she still working there now?

20 A. She's recently been promoted.

21 Q. So is she working for Four Seasons New York?

22 A. No.

23 Q. So when you say, "she's recently been  
24 promoted," where is she working?

25 A. She works for the World Office. She has

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 left Hotel 57 Services, LLC and now works for Four  
2 Seasons Hotel And Resorts International.

3 Q. How do you know that no one complained to  
4 her?

5 A. What do you mean?

6 Q. You said Ms. Ivey should have complained to  
7 her, correct?

8 A. Because we worked in conjunction; we never  
9 received a formal complaint.

10 Q. But this says "informally with my immediate  
11 supervisor." How do you know she never spoke to  
12 her --

13 A. Because Sharon and I collaborate almost on a  
14 daily basis over discussions that we've had; that  
15 was never brought to our attention.

16 Q. And who was Ms. Staley's immediate  
17 supervisor?

18 A. In 2021, that would have been Sharon as  
19 well; she was the Director of Rooms.

20 Q. And in 2022, who was her immediate  
21 supervisor?

22 A. Same.

23 Q. And when in 2021 did she get a promotion?

24 A. She didn't leave until the end of December;  
25 she's only been gone three months.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And when was formal notice provided to them  
2 that she became their supervisor?

3 MS. LUNDY: Objection.

4 A. Formal notice provided to them, it was  
5 either in a communication saying who was the  
6 leadership of the hotel and who to contact if they  
7 had any direct questions, it would have been in an  
8 e-mail maybe; I don't know that there was any, "Oh,  
9 this is now your supervisor"; it was more like, "If  
10 you have any questions, please speak with Sharon."

11 Q. Do you have an e-mail or any documentation  
12 that would show that that was provided to them?

13 MS. LUNDY: Objection.

14 A. No, but I mean it's common sense; it would  
15 have been common sense 'til -- there was nobody  
16 else there; I mean, you'd have to be living under a  
17 rock to not know that the next person to report to  
18 would be the Director of Rooms, given the fact that  
19 your other direct supervisors were not there.

20 Q. My question to you is, is there any document  
21 that would show that they now had to report to  
22 somebody else other than their supervisor prior to  
23 March of 2020?

24 MS. LUNDY: Objection.

25 A. Not that I recall.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Now, you had testified previously that by  
2 January of 2021, there was no General Manager,  
3 correct?

4 A. I think he resigned at the end of January.

5 Q. So Step 5, where it says, "If I am  
6 dissatisfied with the written decision in Step 4, I  
7 will appeal to the General Manager within 14 days  
8 after Step 4," that couldn't have been done if  
9 there's no General Manager, correct?

10 A. But there are leaders in the building that  
11 would serve in that role, myself included.

12 Q. So you did say previously that there was no  
13 acting General Manager also, correct?

14 MS. LUNDY: Objection.

15 A. I don't think so. I think I said I've taken  
16 on that role, but I don't own that title, and --  
17 along with Steven Taplan.

18 Q. So you'd would agree with me there is no  
19 General Manager, correct?

20 MS. LUNDY: Objection. At what point in  
21 time?

22 Q. So in 2021, you'd agree there was no  
23 General Manager in June, 2021, correct?

24 MS. LUNDY: Objection.

25 A. On the property level that those tasks would

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 have been distributed to the remaining executive  
2 leadership team that was in place.

3 Q. And in 2022, you'd agree with me there was  
4 no General Manager, correct?

5 A. Those tasks would have been redistributed to  
6 those of us who were on property in the leadership  
7 roles.

8 Q. But you'd agree with me Step 5 does not  
9 state General Manager or those tasks distributed to  
10 others or something like that, right? It just says  
11 -- it just says -- "If I am dissatisfied with the  
12 written decision in Step 4, I will appeal to the  
13 General Manager," correct?

14 MS. LUNDY: Objection.

15 Q. Withdrawn. So my question to you is, you'd  
16 agree with me that according to Step 5, it states  
17 specifically, "I will appeal to the General Manager  
18 within 14 days after Step 4," and it does not state  
19 anywhere there that anyone would appeal to anyone  
20 other than the General Manager, correct?

21 MS. LUNDY: Objection.

22 Q. Yes or no.

23 MS. LUNDY: You can answer as you see  
24 appropriate, Ms. Ortiz.

25 A. No, because there's always a contingency

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 plan in businesses like ours, and whenever -- it's  
2 common knowledge in our industry that if there are  
3 emergency situations or dire situations, there is a  
4 contingency plan that, absent a regional person,  
5 then you'd go to the General Manager; absent a  
6 General Manager, you'd go to the Director of Human  
7 Resources; absent the Director of Human -- there's  
8 a contingency plan; it's in our industry --  
9 actually, I probably -- our Emergency  
10 Communications Plan has that contingency set up.  
11 So no.

12 Q. So I'd like to see where in this EmPact  
13 agreement is this contingency plan. Please show  
14 me.

15 MS. LUNDY: Objection.

16 A. I just said it's in the Emergency  
17 Communications Plan, so that is brought out under  
18 emergency situations like it was during COVID.

19 MS. RISMAN: We call for the production of  
20 this Emergency Plan.

21 MS. LUNDY: Please follow up in writing and  
22 I will respond in turn. Thank you.

23 MR. BRUSTEIN: You want to ask her what the  
24 exact wording is?

25 Q. What is the exact wording of this Emergency

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Plan? What is it titled?

2 A. I don't have to look at it; I think it's the  
3 Emergency Contingency Plan.

4 Q. Was that Emergency Contingency Plan given to  
5 all of the employees?

6 A. No.

7 Q. Who was it given to?

8 A. It's a leadership document that allows for  
9 us under emergency situations.

10 Q. Would this Emergency Contingency Plan be  
11 given to Olive Ivey?

12 A. No, but she would know who to contact in  
13 order of hierarchy.

14 Q. So my question to you is, was it ever given  
15 to Olive Ivey --

16 A. No.

17 Q. -- the Emergency Contingency Plan? Was this  
18 Emergency Contingency Plan ever given to  
19 Vivian Holmes?

20 A. No.

21 Q. Was this Emergency Contingency Plan ever  
22 given to Selena Staley?

23 A. No.

24 Q. Was this Emergency Contingency Plan ever  
25 given to any other nonunion employees?



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. No.

2 Q. Did you ever do any investigations as to any  
3 complaints that you received from any nonunion  
4 employees related to them not being paid their  
5 severance pay?

6 MS. LUNDY: Objection.

7 A. I don't understand the question.

8 Q. Did you ever do any investigation of any  
9 complaints from any nonunion employees when they  
10 complained to you that they should be paid with  
11 no-fault separation pay and they did not receive  
12 it?

13 MS. LUNDY: Objection.

14 A. I don't know that anyone ever complained to  
15 me that they should receive no-fault separation  
16 pay.

17 Q. Do you recall --

18 A. It may have come up in general  
19 conversations, but I don't remember specific times.

20 Q. Do you recall having a June 25th, 2021 town  
21 hall meeting?

22 A. I do.

23 Q. Do you recall during that meeting people  
24 complaining that they had not received no-fault  
25 separation pay?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. I think there was probably a question as,  
3 "Will we be getting any kind of severance?"

4 Q. And what was your answer to that question?

5 A. No, because we're not closed.

6 Q. Did anyone complain as to why the hotel was  
7 not reopening and they were not being paid their  
8 no-fault separation pay?

9 MS. LUNDY: Objection.

10 A. The word "complain," I think, is a  
11 subjective word. Have there been questions and  
12 concerns about whether or not we're reopening and  
13 whether or not there would be any severance paid?  
14 I wouldn't classify those as complaints, not  
15 certainly to the level of emergency that would --  
16 that would -- warrant any kind of investigation --  
17 investigation -- into I don't know to what. My  
18 answer for the last three years has been the same:  
19 I don't have any knowledge, we are reopening, and  
20 at this juncture, you're on a temporary layoff.

21 Q. So my question to you is, if a nonunion  
22 employee complained to you, "Why is it that I am  
23 not getting my no-fault separation pay based on the  
24 EmPact agreement," what investigation would you  
25 then do?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. So there are over 400 and -- whatever,  
3 400-plus employees that have had concerns over the  
4 last three years; I don't remember all of the  
5 conversations or I don't remember all of the --  
6 investigations into what? Investigate what?

7 Q. Have you ever investigated why the Four  
8 Seasons New York has not paid their employees  
9 no-fault separation pay?

10 MS. LUNDY: Objection.

11 A. Well, I know why they're not paying them:  
12 because we're not closed.

13 Q. So you'd agree that no investigation would  
14 be done by you if there was a complaint like that,  
15 correct?

16 MS. LUNDY: Objection.

17 A. They are eligible for recall, and we were  
18 temporarily closed.

19 Q. My question to you is, if somebody  
20 complained to you about not receiving their  
21 no-fault separation pay based on the EmPact  
22 agreement, you would not have done an  
23 investigation, correct?

24 MS. LUNDY: Objection. There's no  
25 foundation for this question.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       A. I don't know what I am supposed to  
2       investigate. I answered the question.

3       Q. So, Ms. Ortiz, is it your position that  
4       neither the Plaintiffs or the other employees  
5       furloughed are entitled to their no-fault  
6       separation pay under the EmPact agreement?

7             MS. LUNDY: Objection.

8       A. At this juncture, they are not entitled,  
9       because the language specifically says, "due to a  
10      permanent closure." So no, they are not, because we  
11      are not permanently closed.

12      Q. So is it your testimony that no payments of  
13      any kind have been made to any of the employees  
14      that were on furlough?

15      A. That is not my testimony.

16      Q. Have any payments been made of no-fault  
17      separation pay to any of the employees that were  
18      furloughed?

19      A. Not a no-fault separation pay.

20      Q. So no --

21      A. No no-fault separation pay. No.

22      Q. Now, you stated that various people have  
23      provided their concerns to you, correct?

24      A. Yeah. Over the last three years, every  
25      single employee in one way, shape, or form is just

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 curious as to when we would be reopening.

2 Q. Have those people e-mailed you with those  
3 concerns?

4 A. Probably. I don't remember anything  
5 specifically.

6 Q. Did you keep those e-mails of the concerns  
7 that you were e-mailed?

8 A. I've kept everything.

9 Q. So we'd be calling for production of all of  
10 those e-mails of employees that e-mailed you their  
11 concerns.

12 MS. LUNDY: Can you be more specific about  
13 what -- concerns about what?

14 Q. So any concerns that you received in  
15 reference to no-fault separation pay, we'd be  
16 calling for the production of those.

17 A. So I don't think I would have received  
18 anything that specifically says no-fault separation  
19 pay; what I'm referring to is, "Hey, do you have  
20 any news on the hotel? Are we reopening?" That's  
21 what I would --

22 Q. Have anybody provided you with the concerns  
23 as to why the hotel has been closed for so long and  
24 they still have not received no-fault separation  
25 pay?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. Probably, and my answer remains the same:  
3 because we are not permanently closed and you're  
4 not entitled to that payment under the EmPact  
5 agreement.

6 Q. So when you were provided with those  
7 concerns, and that was your answer, did you ever do  
8 any investigation prior to providing that answer?

9 MS. LUNDY: Objection.

10 A. What investigation? There's no  
11 investigation to be had, and I'm sorry, but you've  
12 asked that several times in different formats, and  
13 the answer remains the same: that I am one person  
14 in this office managing over 400-plus employees'  
15 requests, not to mention a million other things,  
16 and under the circumstances, if somebody calls up  
17 and says, "Hey, am I going to get paid?", my answer  
18 would be, and has always remained, "Not at this  
19 time, because you are not entitled to that payment  
20 under the EmPact agreement."

21 Q. So if the Four Seasons New York decided not  
22 to recall any of the employees that were  
23 furloughed, would they then be entitled to  
24 separation pay under EmPact?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. If the employees were not recalled, but  
2 that's not the case; the plan is to recall them.

3 Q. So my question to you, though, is, if the  
4 employees were not recalled, would they then be  
5 entitled to separation pay under EmPact?

6 MS. LUNDY: Objection.

7 A. That would be me speculating, but I guess if  
8 you look at the language specifically, probably so.  
9 Yes.

10 Q. So getting back to the June 21st -- I'm  
11 sorry. Withdrawn.

12 Getting back to the June 25th, 2021 meeting,  
13 there were various people there that were getting  
14 upset at that meeting, correct?

15 MS. LUNDY: Objection.

16 A. There was a pretty rude call.

17 Q. And people asked you if being on furlough  
18 for this long was legal, correct?

19 MS. LUNDY: Objection.

20 A. I don't remember.

21 Q. Okay. You said that some of the people on  
22 the call were rude?

23 A. Yeah. I mean, there was a tough call.

24 Q. How were they rude?

25 A. I think the aggressiveness, the tone of

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 voice, what I deemed as disrespectful to me as the  
2 messenger, but I understand -- you know, the  
3 psychologist in me understands -- that people get  
4 upset for whatever reason, so I didn't take it  
5 personally. But yeah.

6 Q. And during that call --

7 A. Extremely disrespectful to me.

8 Q. Sorry. And during that call, you opened up  
9 a chat box for people to tell you their questions,  
10 concerns, complaints, correct?

11 MS. LUNDY: Objection.

12 A. Yes.

13 Q. Okay. And at that time, you were also aware  
14 that many of the employees were simply confused  
15 about the hotel's future, correct?

16 A. I can't speculate on what they thought. Not  
17 getting the answer that they wanted at the time was  
18 probably more -- was probably more -- the basis of  
19 their questioning, because I didn't have the  
20 answers.

21 Q. After that town hall meeting, did you save  
22 the questions, concerns, and complaints that were  
23 placed in the chat box?

24 MS. LUNDY: Objection.

25 A. Yes, of course, and then, we responded to



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 those at a separate time.

2 MS. RISMAN: We call for the production of  
3 those questions, concerns, and complaints placed  
4 in the chat box for the June 25th, 2021 meeting.

5 A. You have them.

6 MS. LUNDY: Please follow up in writing, and  
7 we'll respond in turn.

8 Q. So how many complaints were there in the  
9 chat box for the June 25th, 2021 meeting?

10 A. I don't remember.

11 Q. Was it more than 50 complaints?

12 MS. LUNDY: Objection.

13 A. I doubt it.

14 Q. More than 25 complaints?

15 A. I don't know.

16 Q. So after you received those complaints in  
17 the chat box, did you respond to each of them  
18 individually in writing?

19 MS. LUNDY: Objection.

20 A. I believe we sent a general e-mail, because  
21 there were -- some of the questions were similar,  
22 so we responded rather than -- and then, there were  
23 individuals that, of course, called me afterwards;  
24 I don't remember who or to what degree, but yes.

25 Q. And would you agree with me that those

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 complaints in the chat box refer to being on  
2 furlough for that long, right?

3 A. I don't remember.

4 Q. But you did say you searched your records  
5 and you do have those complaints, correct?

6 MS. LUNDY: Objection.

7 A. I don't know if "complaint" is the right  
8 word; I think it's questions regarding the status  
9 of the operation. "Complaint" is subjective. It's  
10 a negative term that I just -- they were just  
11 questions.

12 Q. When people -- withdrawn.

13 Was there something in the chat box that  
14 stated what the hotel was doing was not legal?

15 MS. LUNDY: Objection. Asked and answered.

16 A. I don't remember.

17 Q. We're going to be --

18 MS. RISMAN: Can we take a break?

19 (Whereupon, a break was taken at 5:21 p.m.,  
20 and the deposition resumed at 5:30 p.m.)

21 Q. Ms. Ortiz, you are aware that the June 25th,  
22 2021 meeting was recorded, correct?

23 MS. LUNDY: Objection.

24 A. I wasn't aware of that until quite recently.  
25 I was never notified that I was being recorded.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. And did you listen to that recording?

2 A. No.

3 Q. You've never listened to it?

4 A. I have not.

5 Q. Did you ever see a transcript of the  
6 recording?

7 A. I have not.

8 Q. And did you ever tell anyone from the  
9 over-200 people on the call that a recording could  
10 not be done?

11 MS. LUNDY: Objection.

12 A. Probably not. I mean, it's a State law,  
13 right?

14 Q. Okay. And so, I want to focus your  
15 attention on the recording, though, that we're  
16 about to play.

17 A. You have the recording?

18 Q. We do.

19 MS. LUNDY: Are we marking this as an  
20 exhibit, or you're just playing -- or if this is  
21 the court reporter's procedure?

22 MS. RISMAN: So it's going to be  
23 transcribed, correct, and it's already been  
24 marked, right?

25 MR. BRUSTEIN: She just means that --

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Is the court reporter going to  
2 transcribe this recording?

3 MS. RISMAN: Yes.

4 MS. LUNDY: I object to lack of foundation  
5 to the recording that's about to be played; we  
6 don't know any chain of custody, we don't know  
7 who specifically created what's about to be  
8 played, and I reserve further objections to the  
9 use of this line of questioning. Thank you.

10 Q. So, Ms. Ortiz, there was a meeting on  
11 June 25th, 2021, correct?

12 A. Yes.

13 Q. And you spoke at that meeting, correct?

14 A. Yes.

15 Q. And there were participants that were mostly  
16 furloughed Four Seasons New York employees,  
17 correct?

18 A. I believe so.

19 Q. And you said that many of them were rude,  
20 correct?

21 A. They were pretty hotheaded.

22 Q. So we're going to be playing you part of the  
23 recording, and you'll let us know if that's your  
24 voice on the recording. Okay?

25 A. Okay.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. Can I ask a question?

3 MS. LUNDY: No. Is it the whole recording?

4 MS. RISMAN: No.

5 Q. So we're going be playing portions of the  
6 recording to you; you just let us know if that's  
7 your voice and if that's what was said.

8 MS. LUNDY: Objection to the extent that the  
9 full recording is not going to be transcribed;  
10 portions of the recording, again, lack  
11 foundation, lack context, and really places the  
12 Witness at a disadvantage to properly respond to  
13 the question, and I reserve further objections  
14 to this line of questioning, even to the extent  
15 of directing her not to answer. Thank you.

16 MS. RISMAN: So we're going to mark the  
17 recording as Plaintiff's Exhibit 23.

18 MR. BRUSTEIN: I apologize for missing that.  
19 (Whereupon, the recording was played, and  
20 what was said on the recording was taken down by  
21 the court reporter as follows:)

22 "MS. ORTIZ: So, I think at this juncture,  
23 we've got quite a few people on the line. I'm  
24 just going to go ahead and start. By now, you  
25 will have received" --

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Ms. Ortiz, is that your voice -- Ms. Ortiz,  
2 is that your voice on the recording?

3 MS. LUNDY: Objection.

4 A. Yes.

5 Q. Do you recall starting the meeting that way  
6 on June 25th, 2021?

7 MS. LUNDY: Objection.

8 A. I guess I did.

9 Q. Now, we're going to go to -- now, we're  
10 going to --

11 MS. LUNDY: I'm sorry. Did we establish  
12 what you're representing this recording to be  
13 of?

14 Q. So, Ms. Ortiz, what was the June 25th, 2021  
15 meeting? Withdrawn.

16 MS. LUNDY: I'm sorry. I wasn't asking for  
17 a question to the Witness; I didn't know for the  
18 record with respect to Plaintiffs' Exhibit 23 if  
19 you've established what you represent this  
20 recording to be of.

21 MS. RISMAN: So, for the record, Exhibit 23  
22 -- Plaintiffs' Exhibit 23 -- is a recording of  
23 the June 25th, 2021 meeting, where Ms. Ortiz was  
24 the main speaker and participant, speaking to  
25 the furloughed employees of Four Seasons

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 New York.

2 MS. LUNDY: And note my objection, as I've  
3 stated before. Thank you.

4 (Whereupon, a recording of the June 25th,  
5 2021 meeting with the furloughed employees of  
6 Four Seasons New York during which  
7 Ms. Elizabeth Ortiz was the main speaker and  
8 participant was deemed marked as Plaintiffs'  
9 Exhibit 23 for identification, as of this date.)

10 Q. So we've established that was your voice on  
11 what we just played, correct?

12 A. Yes.

13 Q. So focusing your attention to 1 minute and  
14 28 seconds of the meeting:

15 (Whereupon, the recording, starting at the  
16 1-minute-and-28-second mark was played and  
17 transcribed by the court reporter as follows:)

18 "MS. ORTIZ: And -- okay. Sorry. I get  
19 distracted. So I do know that you've been  
20 waiting for this news for some time, and, you  
21 know, I sent out the e-mail earlier; we have  
22 followed the proper channels of notifying all  
23 the different entities that need to be notified;  
24 we have reached out to Mr. Rorrobo [phonetic],  
25 we have reached out to Hazel, to Local 94, and

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 to -- we've also spoken, you know, at length  
2 with the corporate office, and so on and so  
3 forth."

4 Q. Okay. Ms. Ortiz, that is your voice again  
5 on the recording, correct?

6 MS. LUNDY: Objection.

7 A. Yes.

8 Q. When you state that you've followed proper  
9 channels of notifying all the different entities  
10 that need to be notified, what is it that you  
11 meant?

12 MS. LUNDY: Objection. The recording that  
13 you just played is taken out of context; I don't  
14 even know what notice is being referred to in  
15 that recording. I --

16 MR. BRUSTEIN: She's coaching.

17 MS. RISMAN: So, Ms. Lundy, the recording  
18 speaks for itself; there is no notice that --

19 MS. LUNDY: Ms. Risman, it's incredibly  
20 unusual to play a recording; it's even more  
21 unusual to play a recording in bits and pieces  
22 and picking out parts without providing the  
23 Witness an opportunity to understand even the  
24 entire context of what the individual was  
25 saying. So I am just asking that if you're



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 going to play the recording, that it be done in  
2 a way that the Witness can properly understand  
3 what the recording is saying.

4 Q. So, Mr. Ortiz --

5 MR. WAGNER: And can I just -- I'll put my  
6 objection on the same basis: it's incomplete,  
7 and any answer we would object to a question.

8 Q. So let's play the whole recording.

9 MS. LUNDY: Is there time for that?

10 MR. BRUSTEIN: Yes.

11 MS. RISMAN: Maybe we can listen to the  
12 recording off the record and then go back on the  
13 record, but I don't think that that's going to  
14 happen.

15 MS. LUNDY: That's not fair to Ms. Ortiz.

16 (Whereupon, the recording was played from  
17 the beginning and was transcribed by the court  
18 reporter as follows:)

19 "MS. ORTIZ: So I think at this juncture,  
20 we've got quite a few people on the line. I'm  
21 just going to go ahead and start. By now, you  
22 will have received the e-mail that I sent out  
23 earlier, and I would just note that everyone --  
24 everyone -- on the line has been anticipating  
25 this in the news for the longest time. I do

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 want to say before we start that on the line  
2 today, we have Mr. Antoine Chahwan; he is our  
3 President of Operations for the Americas; and  
4 also, we have Abigail Charpienter; she's the  
5 Vice President for People and Culture, also for  
6 the Americas; and I do believe we also have our  
7 Regional Director of People and Culture -- from  
8 People and Culture -- Stacey Koppel. I think  
9 everybody should -- if you can hear me okay,  
10 just, like, give me a thumbs up, those people on  
11 the screen. Okay, perfect. So thanks so much.  
12 As always, it's really good to see all of you.  
13 I do know that -- let's see -- I do know that --  
14 sorry. One second. Okay. Sorry. I get  
15 distracted. So I do know that you've been  
16 waiting for this news for some time, and, you  
17 know, I sent out the e-mail earlier; we have  
18 followed the proper channels of notifying all  
19 the different entities that need to be notified.  
20 We have reached out to Mr. Rorrobo, we've  
21 reached out to Hazel, to Local 94, and to --  
22 we've also spoken, you know, at length with the  
23 corporate office, and so on and so forth, and I  
24 know that everyone is really keen to reopen the  
25 hotel and begin welcoming back our guests. As I

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 said in the e-mail that I sent out earlier, at  
2 this time, we are going to continue to remain  
3 closed, as the hotel is going to undergo some  
4 infrastructure and maintenance work that needs  
5 to be done in order to get the hotel back up and  
6 running. This work, we're told, is expected to  
7 last into 2022, but we will reassess the  
8 reopening plans in the early spring of 2022  
9 based upon the progress of the work as it gets  
10 done. Certainly, we're committed to recalling  
11 employees when we set up reopening; we're  
12 committed to recalling the employees; and, you  
13 know, when we get more information regarding  
14 that recall and the reopening, then we will  
15 reach out, but at this juncture, as I've said,  
16 we will keep the hotel closed through the end of  
17 this year and early through next spring, at  
18 least, and, hopefully, we'll get, you know, more  
19 information as it comes along. I know that  
20 there are probably multiple questions, lots of  
21 information; as I've said, we do have some  
22 senior leaders on the call. Because there's  
23 about 200 people on this call, it wouldn't  
24 benefit anyone for us to open the lines for  
25 questions. I will ask if you do have any

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 specific questions, at the very top of your  
2 screen next to the People icon, there is a  
3 communication bubble; you can click on that  
4 communication bubble and you can type on your --  
5 you can type in the chat box any questions that  
6 you might have. Sharon is on the line, and she  
7 will be fielding those questions, but again, the  
8 communication that we have today really is that  
9 we will be closed through this year, early next  
10 year, and that's the position we're in.  
11 Certainly, we're always here and available to  
12 respond to any questions or any calls, concerns  
13 that you might; we'll continue to be here and  
14 we'll continue to want to support you and, you  
15 know, provide any kind of assistance or answers  
16 to questions that you might have. At this  
17 juncture, I'm going to see if Sharon has any  
18 questions online; I'm not sure that you do. Are  
19 there any questions that we have, maybe? Sharon  
20 might be muted. Let me see here.

21 "MS. BRAMBRUT: Can you hear me all right?  
22 There you go. Perfect. Thank you so much. So  
23 just -- I just wanted to reiterate. You know,  
24 it's always really nice to see everyone's faces,  
25 and I know that this news is news that --

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 everyone's been waiting to hear an update. I do  
2 see some questions coming in, and really, you  
3 know, the gist of the questions are, you know,  
4 what is -- you know, where is the owner on this,  
5 you know, please tell us exactly what he wants  
6 to do, and questions relating to Santa Barbara.  
7 What we can tell you is what, really, Elizabeth  
8 shared earlier, which is, the hotel will remain  
9 closed for work on the infrastructure. I do see  
10 some questions regarding, can you be more  
11 specific in regards to the infrastructure? You  
12 know, I think many people on the line are aware  
13 that we've had challenges with carpet and  
14 wallpaper for a long time, and those are some of  
15 the items -- some bigger-picture items -- that  
16 people are aware of, continued work on elevators  
17 and other systems throughout the building. I do  
18 see a question as to why this wasn't done  
19 sooner, and -- I'm sorry. I think we have  
20 people who are not muted but just wanted to talk  
21 about the question, why wasn't this done sooner?  
22 You know, I think we don't really have specific  
23 information other than this work is going to  
24 start to take place, and some of it has been in  
25 progress, and the estimated timeframe of that

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 is, you know, spring of 2020, but this will  
2 continue to be re-evaluated. I'm just looking  
3 to see -- there's a question, Elizabeth -- I  
4 don't know if you want to take this one: Will  
5 we be eligible for regular unemployment?

6 "MS. ORTIZ: So unemployment is based upon a  
7 couple of different factors. Certainly, if you  
8 continue to remain eligible -- I mean, if you're  
9 eligible for unemployment, you remain eligible  
10 for unemployment, but certainly, there is a  
11 cutoff time depending on how much time you have  
12 used. I can't speak to what Unemployment would  
13 decide, but at this juncture, my best answer for  
14 that would to contact the Unemployment office --  
15 Unemployment -- directly and make a  
16 determination as to what your eligibility would  
17 be for a continuation of that unemployment. And  
18 again, it's based on years of service, years  
19 worked -- that sort of thing; it's a calculation  
20 that the Department of Labor uses.

21 "MS. BRAMBRUT: Elizabeth, there's another  
22 question on the line about severance: Are  
23 people entitled to severance pay?

24 "MS. ORTIZ: So at this juncture, the -- we  
25 are looking at the fact that you are still

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 currently furloughed employees that have worked  
2 for the company, have worked for this property  
3 for the time period that you have; you are  
4 considered to be furloughed, so you wouldn't be  
5 -- we wouldn't be paying out that severance at  
6 this juncture, only because we do consider you  
7 to be furloughed, we do anticipate reopening,  
8 and we do anticipate recalling you to work once  
9 we do reopen.

10 "MS. BRAMBRUT: Thank you, Elizabeth.  
11 Elizabeth, I'm wondering if it's possible for us  
12 to unmute Frank; I'd like to see if we could  
13 have him elaborate a little bit. There's some  
14 more questions about the infrastructure and then  
15 questions about, the rooms were just redone,  
16 what exactly will be fixed? So perhaps we could  
17 see if we could get Frank unmuted.

18 "MS. ORITZ: Let me see if I can do that  
19 here real quick. Is Frank actually on the line,  
20 I think?

21 "MS. BRAMBRUT: He is. Yes.

22 "MS. ORTIZ: You know, it's not allowing me  
23 to do it on this end. Maybe Frank, you can try  
24 on your end.

25 "MS. BRAMBRUT: While we're working on

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Frank --

2 "MR. GALASSO: I'm on.

3 "MS. BRAMBRUT: Oh, perfect. Thank you.

4 "MR. GALASSO: Also, when it comes to the  
5 work, I mean, the only thing that I -- you know,  
6 our possibility is what I've been sending  
7 ownership over the past year of work that's  
8 needed at the time, which is upgrading our  
9 electric switch gear room and cooling tower  
10 issues that we're having related to our whole  
11 HVAC system, and you've got the fire alarm  
12 system, but there's other things that they are,  
13 you know, complaining to have been removed from  
14 the five-year plan, but you have to get together  
15 with the guys from IT. So we're just waiting  
16 for the list arriving beyond the stuff that I've  
17 already requested over the past year.

18 "MS. BRAMBRUT: So I just want to mention, I  
19 see a few comments that the questions are being  
20 ignored. I just want to clarify. We have a lot  
21 of questions coming in at the same time, and we  
22 will get through them, so I don't want anyone to  
23 feel like we're ignoring any questions; I'm just  
24 going down the line as they come in, so please  
25 note we're going to get through them. There is



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 a question as to, what happens with our benefit  
2 time? Elizabeth, I don't know if you want to  
3 take that.

4 "MS. ORTIZ: So when you're referencing  
5 benefit time, certainly, once you go on furlough  
6 -- and this is a longstanding policy, I mean,  
7 across most organizations -- the time doesn't  
8 accrue. However, any benefit time that you do  
9 have accrued and on the books, I mean, you're  
10 eligible to have that paid -- paid -- out.

11 "MS. BRAMBRUT: Thank you, Elizabeth. What  
12 -- we want to know if Unemployment will be  
13 extended after September?

14 "MS. ORTIZ: I don't have the answer to that  
15 question; that's a Federal, State, and  
16 Department of Labor question.

17 "MS. BRAMBRUT: If the hotel is closed for  
18 two years, does the owner -- does Ty Warner --  
19 have the right to get out of the contract with  
20 the Four Seasons Hotel?

21 "MS. ORTIZ: That is not something that I  
22 have -- that I can answer.

23 "MS. BRAMBRUT: There is a question here  
24 that says, please address if this is legal.

25 "MS. ORTIZ: If what's legal?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 "MS. BRAMBRUT: So the question is, please  
2 address if this is legal --

3 "MS. ORTIZ: If what's legal?

4 "MS. BRAMBRUT: I'm not sure. I'll move on  
5 to the next one. 'So a one-hundred-story  
6 building can be erected in a year. What you are  
7 describing as far as infrastructure takes two  
8 months, tops, to complete in an empty building.'  
9 I don't know, Frank, if you want to touch on,  
10 you know, what the timeframe might be.

11 "MS. GALASSO: Well, depending on the  
12 projects that they start doing -- for example,  
13 the fire alarm can take up to a year-and-a-half  
14 between the work and all the approvals needed by  
15 the City. As far as -- with regard to the  
16 switch gear room, that could take up to five  
17 months, plus its delivering of the equipment  
18 that's needed; and then cooling-tower work could  
19 take -- you know, that could take -- about a  
20 month or two. It all depends on how much work  
21 they're going to do and if everything's going to  
22 be done together or if it's going to be done one  
23 project at a time, which those are the answers  
24 we just don't have yet.

25 "MS. BRAMBRUT: There are a couple of

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 questions about whether the contract with  
2 Ty Warner is complete for Four Seasons New York.

3 "MS. ORTIZ: I have no idea.

4 "MS. BRAMBRUT: Okay. There are  
5 questions -- so I think the question about 'is  
6 this legal?', I have just received a few more  
7 questions. Is it legal to be on a furlough for  
8 this amount of time?

9 "MS. ORTIZ: I see. So there is no  
10 limitations on how long employees can be on  
11 furlough. There are -- there are -- there are  
12 thoughts that there are timeframes on that, but  
13 from a legal perspective, there isn't a length  
14 of time -- you know, from my understanding,  
15 there is not any kind of length of time with  
16 respect to furlough. If a company puts  
17 employees on furlough with the intention to  
18 recall them and return them to work once they  
19 are ready to do so, then that is part of -- part  
20 of -- the process. I don't know why this is  
21 doing that (indicating).

22 "MS. BRAMBRUT: So there is a question  
23 about, if we get a job, I'm assuming, while on  
24 furlough, does that affect severance pay?  
25 Meaning, will Four Seasons say you left and

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1       therefore you are forfeiting severance?

2               "MS. ORTIZ: So the policy behind that is  
3       typically, if you do leave the place of  
4       employment, you're no longer connected to, or  
5       associated with, that place of employment, so  
6       you would then not be eligible for any type of  
7       severance, should that severance ever be paid  
8       out. But again, you know, the issue of  
9       severance is not -- as I said earlier, is not --  
10      something that we are considering at this time,  
11      simply because we do anticipate bringing  
12      everyone back to work.

13              "MS. BRAMBRUT: Thank you, Elizabeth. So I  
14      have a question here. Depending on the projects  
15      that are decided, is there anything concrete  
16      about those projects at this point?

17              "MS. ORTIZ: Frank, maybe?

18              "MS. BRAMBRUT: Yeah.

19              "MS. GALASSO: I'm sorry. I missed that  
20      question, Sharon.

21              "MS. BRAMBRUT: Sorry, Frank. Just -- so  
22      I'm not sure if this is -- if I'm reading it  
23      right, but depending on the types of project  
24      that they're deciding to do, is there anything  
25      concrete as far as these projects? What are we

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 proceeding with at this point?

2 "MS. GALASSO: As of today, since, you know,  
3 we're all just learning this, I don't have an  
4 exact timeline of which project will start when.  
5 Once we get there, you know, we can definitely  
6 share that with the team.

7 "MS. BRAMBRUT: Elizabeth, I think this one  
8 is for you: 'Can someone put in for pension and  
9 then freeze it once it opens again?'

10 "MS. ORTIZ: So is that under the union  
11 benefit plan?

12 "MS. BRAMBRUT: I believe that, yes. The  
13 question is -- yes.

14 "MS. ORTIZ: So under the union benefit  
15 plan, because we don't manage that plan, I  
16 wouldn't be the person to respond to that  
17 question. The pension administrators would have  
18 that information for you, so my suggestion would  
19 be that you reach out to the fund directly and  
20 ask them that question.

21 "MS. BRAMBRUT: I have a question about the  
22 repairs: 'Will our union, Four Seasons  
23 employees, be doing the work -- doing the  
24 repairs?'

25 "MS. ORTIZ: Say that again?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 "MS. BRAMBRUT: 'Will our union, Four  
2 Seasons workers, be doing any of the repairs?'

3 "MS. ORTIZ: We are still under a Collective  
4 Bargaining Agreement, so certainly, if there's  
5 any work that comes into the building that falls  
6 under the Collective Bargaining Agreement, then  
7 we would abide by the direction under that  
8 agreement.

9 "MS. BRAMBRUT: 'Is there any update on  
10 COBRA coverage?'

11 "MS. ORTIZ: For individuals or --

12 "MS. BRAMBRUT: The question is just, is  
13 there any update on COBRA coverage, and  
14 that's --

15 "MS. ORTIZ: So by now, by now, both union  
16 and nonunion -- the union, I believe has -- has  
17 -- has already got everything under control with  
18 respect to the COBRA subsidy or whether or not  
19 you're entitled to Medicare and that sort of  
20 thing. The nonunion plan with the COBRA, you  
21 should have already applied for it. If there  
22 are some people that are pending in the  
23 system -- and I know that there's a couple out  
24 there we do need to get back to; they're missing  
25 some responses to the questionnaires regarding

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 the COBRA subsidy -- I will address those  
2 directly or independently or separately from  
3 this otherwise.

4 "MS. BRAMBRUT: Bear with me. Sorry. So I  
5 see another question about COBRA coverage; it  
6 looks like more of an individual question.  
7 'Besides unemployment, will we be compensated  
8 while this work is done?'

9 "MS. ORTIZ: I don't have an answer to that  
10 question, but Unemployment would be probably the  
11 only compensation at this juncture.

12 "MS. BRAMBRUT: 'Can we have another town  
13 hall with Ownership present and have them answer  
14 some of these questions?'

15 "MS. ORTIZ: I don't have -- again, I'm  
16 beginning to sound like a parrot, but I don't  
17 have an answer to that question either.

18 "MS. BRAMBRUT: I think there's just some  
19 general feedback that this doesn't sit right  
20 with the team on the call, and please, can you  
21 schedule a call with Ownership, can you help us  
22 schedule a call? 'Is there anything that Four  
23 Seasons Corporate would like to share?'

24 "MS. ORTIZ: You know -- and I'm going to  
25 say this; I'm going to, kind of, go off script

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 here for a second. I will say this, is that I  
2 do know that we would love to have everybody  
3 back in the building as soon as possible. I  
4 also know that, you know, this is -- it's a hard  
5 -- you know, we're -- you know, I think in  
6 getting this news across the board, it's tough,  
7 right? It's tough to realize; like, 'Wow, it's  
8 been one year and then, you know, potentially  
9 another year,' and I will say, you know, for  
10 myself, personally, is that we would love to  
11 have you back in the building sooner rather than  
12 later, and I think, you know, throughout this  
13 year, we've done everything possible to remain  
14 connected and to remain, you know, engaged with  
15 everyone. It's certainly not an easy position  
16 to be in, I get that, and, again, you know,  
17 whatever we can do on this end to provide you  
18 with the support and the resources and the  
19 assistance that -- you know, that -- you need on  
20 that end, I mean, I can certainly offer that. I  
21 do know that there are a lot of questions that,  
22 you know, are not answered, you know, offline,  
23 and if you want to do, you know, one-on-one or  
24 have one-on-one calls, I'm happy to speak with  
25 -- you know, call us; we can have a



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 conversation. I think at this juncture, we --  
2 you know, there's a lot of people on the line,  
3 and I'm really happy to see that you're all  
4 here. I do recognize, again, that this does not  
5 sit well, and I understand that, and I --  
6 whatever we can do here on this and to support  
7 you, I will do that -- we will do that.

8 "MS. BRAMBRUT: Elizabeth, I think -- I know  
9 we're coming to 3:30. I just want to -- one of  
10 the last --

11 "MS. CHARPIENTER: Sharon --

12 "MS. BRAMBRUT: Oh, I am sorry.

13 "MS. CHARPIENTER: Sharon, it's  
14 Abigail Charpietner, and just -- I know the team  
15 wants to hear from -- more from -- the home  
16 office team and people beyond the property, and  
17 I also appreciate how incredibly frustrating and  
18 difficult. I know you're asking reasonable  
19 questions that you want more answers to, and at  
20 this point, what we know is, again, what has  
21 been communicated: that the hotel will remain  
22 closed; we have to address these infrastructure  
23 issues. However, we have a longstanding  
24 partnership with Ty Warner and his organization,  
25 and it is certainly our biggest goal to, sooner

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1     rather than later, proudly reopen the hotel in  
2     midtown and continue that long relationship. We  
3     are working fervently toward that, but we just  
4     don't have -- it's not that we have information  
5     that we're not telling you; we just don't have  
6     any more information at this stage. So as  
7     Elizabeth has suggested, we're certainly happy  
8     to work on some of these individual questions.  
9     We thought it was important that you hear from  
10    us, and while I know these answers are not  
11    fulfilling everything that you're looking for at  
12    this point, as this news is going to go more  
13    broadly, especially as we work with guests that  
14    have reservations and we let them know that we  
15    don't have an imminent reopening, again, we  
16    wanted you to hear from us before you hear it  
17    from anyone else; and our commitment is that we  
18    will continue -- even as limited as the  
19    information is we have is, we'll continue -- to  
20    share with you as we have it. So please reach  
21    out to Elizabeth and team if there's individual  
22    situations; I saw from the chat that there are  
23    still some requests for feedback on, you know,  
24    specific situations or individual applications,  
25    and we can work with you with that individually,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 but we're probably not going to be able to do it  
2 here on this call. So with that, again, thank  
3 you, Sharon and Elizabeth; I appreciate all of  
4 your communication, and as we have more, we will  
5 keep you posted.

6 "MS. ORTIZ: Thank you very much, Abigail;  
7 I really appreciate it. And again, we do have  
8 the -- Abigail said there are a lot of questions  
9 in the chat, and I will go through them and  
10 address them individually; and, again, you can  
11 reach out -- most of you have my cell phone  
12 number, you have the text, you have Sharon, you  
13 know how to get ahold; and, like I said, we are  
14 here, and we will continue to be here to respond  
15 to and support you to the best of our ability.

16 "MS. BRAMBRUT: Thank you, Elizabeth. Thank  
17 you, Abigail. Thank you everyone. We've  
18 reached that 3:30 mark. Again, have a good  
19 afternoon, and we will speak with you again  
20 soon.

21 "MS. ORTIZ: Thank you."

22 Q. Ms. Ortiz, would you agree with me that the  
23 recording is a fair and accurate depiction of the  
24 town hall meeting that took place on June 25th,  
25 2021?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. Yes.

3 Q. Can we just take five minutes?

4 MS. RISMAN: Court Reporter?

5 (Whereupon, a discussion was held off the  
6 record.)

7 Q. So, Ms. Ortiz, some time has passed since  
8 the June 25th, 2021 meeting, and essentially -- the  
9 furloughed employees of Four Seasons New York are  
10 essentially in the same position they were on  
11 June 25th, 2021, correct?

12 MS. LUNDY: Objection.

13 A. Meaning that they're not working at the  
14 hotel?

15 Q. So they're not working at the hotel,  
16 correct?

17 A. That's correct.

18 Q. They're still on furlough, correct?

19 A. Correct.

20 Q. They haven't been paid any salary from the  
21 hotel, correct?

22 MS. LUNDY: Objection.

23 A. No, because -- I don't know. It depends on  
24 the employee. I mean, there are people that are  
25 getting -- I mean, not a full salary.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. So they're not getting paid a full salary,  
2 correct?

3 A. No. Those that are not working, those that  
4 are on furlough, no

5 Q. And would you agree with me that according  
6 to this recording, there was no plan in place  
7 setting out the renovations that had to be done?

8 MS. LUNDY: Objection.

9 Q. Withdrawn. On June 25th, 2021, did the  
10 hotel have a plan in place related to renovations?

11 MS. LUNDY: Objection.

12 A. Well, I think -- and I've said this multiple  
13 times today -- that there's always been a running  
14 list of capital improvements, and I think  
15 Frank Galasso alluded to that as well, the  
16 different things that needed to be done. A  
17 specific plan? We didn't know what was  
18 specifically going to be approved of at that  
19 particular time, but we've always known what the  
20 running list of capital improvements would be.

21 Q. Were there any emergency capital  
22 improvements on June 25th, 2021 that had to be  
23 done?

24 A. I don't remember.

25 Q. Are there any emergency capital improvements

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 that are going on right now --

2 MS. LUNDY: Objection.

3 Q. -- at the hotel?

4 A. No. I mean, I don't know.

5 Q. And so, is there any capital improvement  
6 that's preventing the hotel from reopening right  
7 now?

8 MS. LUNDY: Objection.

9 A. Yeah. I mean, there's holes in all our  
10 bathroom ceilings that need to be fixed; the  
11 elevator has incomplete modernization; I think  
12 we're almost finished with the chillers -- I don't  
13 remember off the top of my head -- and I don't know  
14 where we are on the fire panel; I think that's  
15 probably done, but I don't -- I can't recall.

16 Q. And as you sit here today, you'd agree with  
17 me that there's no specific timeline for the  
18 project to be over?

19 MS. LUNDY: Objection.

20 A. No, I don't have an end date.

21 Q. Would you agree with me that the  
22 November 1st, 2021 communication with the  
23 furloughed employees was the last time that you  
24 sent a memo to the furloughed Four Seasons New York  
25 employees?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. I don't remember.

3 MS. RISMAN: Do you have Exhibit 52? So  
4 that's previously been marked as Exhibit 52  
5 (indicating).

6 Q. So, Ms. Ortiz, I'm going to be showing you  
7 the exhibit that's been previously marked  
8 Exhibit 52, and it's a memo that went out to all of  
9 the furloughed employees, correct?

10 A. Well, this would have gone to everybody.  
11 Yes.

12 Q. Would you agree with me that that was the  
13 last time that this type of memo was sent out to  
14 the furloughed employees of Four Seasons New York?

15 MS. LUNDY: Objection.

16 Q. Do you know?

17 A. I don't remember. It's possible. I don't  
18 know.

19 Q. Ms. Ortiz, when is the last time that you  
20 corresponded with Ms. Cathy Hwang?

21 A. I don't recall.

22 Q. Was it in the last year?

23 MS. LUNDY: Objection.

24 A. I don't remember.

25 Q. Did there come a time that you corresponded

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 with Ms. Cathy Hwang related to the reopening of  
2 the hotel?

3 A. I don't remember.

4 Q. Was there ever a time that she asked you to  
5 provide her with the total number of nonunion  
6 employees that would consider going back to work  
7 when the hotel reopens?

8 A. I don't remember that specifically. No.

9 Q. Okay.

10 (Whereupon, an e-mail chain between  
11 Cathy Hwang and Elizabeth Ortiz dated 3-30-20  
12 and 3-31-20 and Bates-stamped WarnerDEF009110  
13 was marked as Plaintiffs' Exhibit 24 for  
14 identification, as of this date.)

15 Q. Ms. Ortiz, I'm going to be showing you  
16 what's just been marked as Plaintiffs' 24 and ask  
17 you to take a look at that, please. Are you ready?

18 A. Yes.

19 Q. Would you agree with me that that's an  
20 e-mail exchange between you and Cathy Hwang?

21 A. Yes.

22 Q. And in that e-mail exchange, she's asking  
23 you to provide her with the number of salaried and  
24 hourly nonunion employees that are currently  
25 furloughed and that the hotel would expect to



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 recall if the hotel opened again?

2 MS. LUNDY: Objection.

3 A. Well, she's asking the number of nonunion  
4 employees we would consider calling back -- she  
5 didn't say, like, that are currently furloughed or  
6 anything -- when the hotel reopens. Yes.

7 Q. And you then responded to her, correct?

8 A. Yes.

9 Q. And you stated that there were "58 salaried  
10 and hourly non-union employees that are currently  
11 furloughed and that we would expect to recall in a  
12 reopened hotel."

13 A. Yes.

14 Q. Where did you get the number 58 from?

15 A. From the number of people that are  
16 furloughed.

17 Q. Did you then subtract the number of people  
18 that resigned?

19 A. Yeah, of course. That's why I would have  
20 said, "Of course, we would need more than that  
21 number to operate the hotel. Many originally  
22 furloughed employees have moved and and we would  
23 need to replace them..." So yes.

24 Q. After this e-mail, was there ever another  
25 discussion with Ms. Hwang related to bringing back

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 nonunion furloughed employees?

2 MS. LUNDY: Objection.

3 A. I don't remember.

4 Q. Okay. And after this e-mail was exchanged,  
5 was anything done to call nonunion employees to  
6 discuss whether they would want to go back and work  
7 at the hotel?

8 A. No.

9 MS. RISMAN: We'll just take a five-minute  
10 break.

11 MS. LUNDY: Sure.

12 (Whereupon, a break was taken at 6:16 p.m.,  
13 and the deposition resumed at 6:23 p.m.)

14 Q. Ms. Ortiz, would you agree with me that at  
15 the time that the Four Seasons New York closed,  
16 they were looking at other hotels that were also  
17 closing at or around the same time to determine  
18 whether or not the Four Seasons New York should  
19 close?

20 MS. LUNDY: Objection.

21 A. I don't know. I don't know how that  
22 decision was made.

23 Q. Did you ever speak to Rudy Tauscher about  
24 the competitive set of hotels that was closing at  
25 or around the same time as a result of the COVID

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 pandemic?

2 A. I don't know that I did specifically; I'm  
3 sure that the Executive Committee had conversations  
4 around it. I don't recall.

5 Q. Are you aware the hotels in the competitive  
6 set are all reopened?

7 MS. LUNDY: Objection.

8 A. I'm not quite sure -- no, I'm not.

9 Q. Do you know if the Pierre opened?

10 MS. LUNDY: Are you speaking about  
11 New York City or in general?

12 Q. So in New York -- I'm sorry. So let me ask  
13 you again. Do you know if -- do you know if the  
14 Four Seasons Downtown reopened?

15 A. Yes.

16 Q. And it's open for business, correct?

17 A. Yes.

18 Q. And do you know when it reopened?

19 A. I don't remember.

20 Q. Do you know if it reopened in 2000?

21 A. I don't remember.

22 Q. Okay. When Mr. Tauscher resigned from being  
23 the General Manager, he went to work for a  
24 competitive hotel, correct?

25 MS. LUNDY: Objection.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 A. I don't know that it's exactly in our comp.  
2 set, but it's in the luxury segment.

3 Q. When he went to work there, did anyone  
4 announce to the employees that were on furlough  
5 that the General Manager of the Four Seasons  
6 New York had resigned?

7 A. That would have gone out in an announcement.  
8 Yes.

9 MS. LUNDY: Objection.

10 Q. Do you what date that announcement was?

11 A. It would have been in a newsletter in  
12 January of 2021 or in February.

13 Q. Do you know if the Four Seasons Hotel  
14 New York has posted any job listing for a new  
15 General Manager?

16 A. I think I answered that question this  
17 morning, and no.

18 Q. Did it -- withdrawn.

19 Did anyone ever ask you to apply for the  
20 General Manager position at the Four Seasons  
21 New York?

22 A. No.

23 Q. How many WARN notices were sent to each of  
24 the employees that received a WARN notice that were  
25 furloughed?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. What do you mean "how many"?

3 Q. Did you ever send more than one WARN  
4 notice --

5 A. -- to the same individual?

6 Q. Yes. My question to you is, did you ever --  
7 withdrawn.

8 Did the Four Seasons New York ever send more  
9 than one WARN notice to the same individual?

10 MS. LUNDY: Objection.

11 A. I don't remember.

12 Q. Okay. Did you ever investigate whether more  
13 than one notice, in compliance with the WARN Act,  
14 had to be sent to the same individual when that  
15 employee was on furlough for longer than six  
16 months?

17 MS. LUNDY: Objection to the extent it calls  
18 for privileged communication.

19 A. I would have had that conversation with my  
20 Counsel.

21 Q. So prior to reopening the hotel, do you  
22 believe the General Manager position has to be  
23 filled?

24 A. Yes.

25 Q. And how long does it take normally to hire a

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 General Manager --

2 MR. WAGNER: Objection.

3 Q. -- for a hotel as the Four Seasons New York,  
4 in your opinion?

5 MS. LUNDY: Objection.

6 MR. WAGNER: Objection.

7 A. I can't speculate. It depends on the labor  
8 pool, it depends on the accessibility, it depends  
9 -- there's multiple factors involved.

10 Q. So once the layoff extended for over six  
11 months for each of the furloughed employees, is it  
12 fair to say that you're not aware of any second  
13 WARN notice going out to those individuals?

14 MS. LUNDY: Objection.

15 A. I said I don't remember. Not that I'm not  
16 aware; I just don't recall if we sent second  
17 letters.

18 Q. Do you know if the Four Seasons should have  
19 sent second letters to those individuals?

20 MR. WAGNER: Objection.

21 MS. LUNDY: Objection to the extent it calls  
22 for privileged communication.

23 A. No.

24 Q. I have no further questions.

25 MS. LUNDY: Thank you. I just have a few.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. RISMAN: I mean, if I have any --

2 MR. WAGNER: I may. I take a wait-and-see  
3 approach.

4 MS. LUNDY: I don't have many.

5 CROSS EXAMINATION BY

6 MS. LUNDY:

7 Q. Hi, Ms. Ortiz. Thank you for your time  
8 today; I just have a few follow-up questions.  
9 Ms. Ortiz, did you testify today in your personal  
10 capacity based on your own personal knowledge?

11 A. Yes.

12 Q. Are you testifying today on behalf of anyone  
13 else?

14 A. No.

15 Q. Does the EmPact agreement permit employees  
16 to have outside employment while still being  
17 subject to the terms and benefits of the EmPact  
18 agreement?

19 A. Yes.

20 MS. RISMAN: Objection.

21 Q. I'm going to refer you to Exhibit 22,  
22 please, at Page 27.

23 MR. BRUSTEIN: Which exhibit are you looking  
24 at?

25 MS. LUNDY: Exhibit 22.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. RISMAN: Is that Plaintiffs' Exhibit 22?

2 MS. LUNDY: Plaintiffs' Exhibit 22.

3 Q. Ms. Ortiz, you've testified about  
4 Plaintiffs' Exhibit 22 today, have you not?

5 A. Yes.

6 Q. And I'm referring to Page 27 of the EmPact  
7 agreement. Do you see that?

8 A. Yes.

9 Q. And you just testified that the EmPact  
10 agreement permits employees to, quote, "have  
11 outside employment." Is the provision set forth on  
12 Page 27 the basis of that statement?

13 A. Yes.

14 Q. Ms. Ortiz, you previously today listened to  
15 a recording purportedly of a June 25th, 2021 town  
16 hall meeting, did you not?

17 A. Yes.

18 Q. And in that recording, you stated, quote,  
19 "If you do leave place of employment, you would not  
20 be eligible for severance," end quote. What did  
21 you mean by that statement?

22 A. Not being eligible for severance?

23 Q. Yes.

24 A. That person resigns.

25 Q. So when you said, "if you do leave place of



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 employment, you would not be eligible for  
2 severance," that was referring to an individual who  
3 would resign?

4 A. That's correct.

5 Q. But not someone who might find outside  
6 employment, which is permissible by the EmPact  
7 agreement?

8 A. That's correct.

9 Q. I'm going to refer you to the C.A.R.E.  
10 processing EmPact agreement that you also testified  
11 about today; it begins on Page 54 of the EmPact  
12 agreement.

13 A. Yes.

14 Q. If you received a complaint about an  
15 employee's terms and conditions of employment, what  
16 would you do?

17 MS. RISMAN: Objection.

18 A. Follow the C.A.R.E. procedure.

19 Q. And what does a C.A.R.E procedure set forth  
20 that pertains to your role with -- at -- Hotel 57  
21 Services, LLC?

22 MS. RISMAN: Objection.

23 A. The first step involves receiving a written  
24 complaint regarding the complaint.

25 Q. Can you refer me to the specific step within

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 C.A.R.E. that you're referring to?

2 A. So on Page 54, Step Two, essentially, if the  
3 problem's not resolved with their immediate  
4 supervisor, the employee is directed to file a  
5 written complaint with the Human Resources Office  
6 within 14 days after the event, and that I can --  
7 that I can -- assist them in preparing the  
8 complaint.

9 Q. And what happens after that through the step  
10 C.A.R.E. process that you would be involved in?

11 A. After having received a written complaint,  
12 then I would review the complaint -- like,  
13 investigate it, I guess.

14 Q. Would that be in Step Three of the C.A.R.E.  
15 process?

16 MS. RISMAN: Objection.

17 A. Yes.

18 Q. And what would happen after Step Three of  
19 the C.A.R.E. process that you would be involved in?

20 MS. RISMAN: Objection.

21 A. Following up in writing the decision based  
22 on the original complaint.

23 Q. Step Four provides that "The Director of  
24 Human Resources will issue a written decision to me  
25 within 7 days after the close of the

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 investigation." Is that what it says?

2 A. Yes.

3 Q. Is that referring to you?

4 A. Yes.

5 Q. And if an individual was unhappy with a  
6 written decision, what could they do under the  
7 C.A.R.E. process?

8 MS. RISMAN: Objection.

9 A. They could either go to the General Manager  
10 or -- it says the General Manager, but assuming it  
11 would be a leader on property, and then, the --  
12 then they can file for arbitration mediation.

13 Q. As you sit here today, are you aware of any  
14 complaints received by Human Resources relating to  
15 no-fault separation pay under Step Two of the  
16 C.A.R.E. process under the EmPact agreement?

17 MS. RISMAN: Objection.

18 A. No.

19 Q. I have no further questions.

20 MS. RISMAN: We're back on the record.

21 REDIRECT EXAMINATION BY

22 MS. RISMAN:

23 Q. So, Ms. Ortiz, have you conducted any  
24 investigations based on any of the complaints of  
25 any of the furloughed employees?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 MS. LUNDY: Objection.

2 A. But I've not received any written complaints  
3 specifying specific complaints, so -- and I think  
4 I've said before that there's no investigation.  
5 Investigation into what? I mean, it's a  
6 rhetorical.

7 Q. So my question to you is, even had you  
8 received complaints regarding why furloughed  
9 employees were not paid their no-fault severance  
10 pay, you're saying that no investigation had to be  
11 conducted, correct?

12 MS. LUNDY: Objection. It's a  
13 mischaracterization.

14 A. No. I'm not saying that. I'm saying that I  
15 have not received any formal written complaints  
16 regarding no-fault separation pay. What I have had  
17 are conversations, and not characterized  
18 necessarily as complaints.

19 Q. Ms. Ortiz, you've received multiple  
20 complaints in the chat box during that June 25th,  
21 2021 meeting, correct?

22 MS. LUNDY: Objection.

23 A. But see, you keep using that word  
24 "complaint." I don't think that that's the right  
25 word. I think the word "complaint" is subjective,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 and I think that I received multiple questions  
2 regarding the severance and the hotel and the --  
3 you know, just listening to that, the different --  
4 you know, what was going on as far as the -- the --  
5 whatever renovation, structural. Yeah.

6 Q. Ms. Ortiz, is furlough a type of leave of  
7 absence for an employee based on --

8 A. Say that again?

9 Q. Is a furlough a type of leave of absence for  
10 an employee based upon your work?

11 MS. LUNDY: Objection to the extent it's  
12 beyond the scope of the Cross Examination.

13 MS. RISMAN: It's not beyond the scope of  
14 the Cross Examination.

15 Q. When an employee of the Four Seasons  
16 New York is out on leave, can that leave also be  
17 furloughed?

18 MS. LUNDY: Objection.

19 MR. WAGNER: Objection.

20 MS. LUNDY: It's beyond the scope of Cross  
21 Examination.

22 A. I don't understand the question.

23 Q. Are the furloughed employees out on leave?

24 A. They're furloughed.

25 Q. When they're furloughed, does that mean

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 they're also out on leave?

2 MR. WAGNER: Objection.

3 MS. LUNDY: Objection. This is beyond the  
4 scope of the Cross Examination, and this  
5 question's now been asked repeatedly.

6 Q. Okay.

7 MS. LUNDY: You can answer.

8 A. They're furloughed. It's different  
9 terminology meaning different things.

10 Q. And when an employee is out on leave, what  
11 does that mean?

12 MS. LUNDY: Objection to the extent it's  
13 beyond the scope of Cross Examination.

14 A. Well, is it medical leave? Is it family  
15 leave? Is it child bonding leave? It's all under,  
16 like, FMLA. Is it personal leave for personal  
17 reasons? Leave of absence is usually medical or  
18 personal leave at the request of the employee.

19 Q. Ms. Ortiz, would you agree with me that  
20 moonlighting is different than having another  
21 full-time job?

22 A. No.

23 Q. What does moonlighting mean?

24 MS. LUNDY: Objection.

25 A. Having a job.

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 Q. Do most moonlighting jobs provide for  
2 benefits?

3 MS. LUNDY: Objection.

4 A. I can't speak to that.

5 Q. Have you ever done any moonlighting  
6 yourself?

7 MS. LUNDY: Objection. Beyond the scope of  
8 Cross Examination.

9 A. I don't know. Have I maintained more than  
10 one job? I don't think so. Maybe.

11 Q. When you worked moonlighting somewhere, did  
12 you get benefits from that job?

13 MS. LUNDY: Objection.

14 A. I don't remember. I can't even specify what  
15 it was, so I don't know.

16 Q. Does leave of absence have to be paid or  
17 unpaid?

18 A. It depends on the scope of the leave.

19 Q. What leave of absence is paid?

20 MS. LUNDY: Objection. Once again, we're  
21 well beyond the scope of Cross Examination, and  
22 I ask Ms. Rismen to be mindful of these ongoing  
23 objections and the improper questions that  
24 continue to be asked.

25 A. Say the question again?

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1           (Whereupon, the requested portion of the  
2           record was read back.)

3           A.   There's paid family leave, there's  
4           short-term disability, there's long-term  
5           disability, there's -- personal leave of absence  
6           can be paid using PTO time. It depends on the  
7           context.

8           Q.   But you'd agree with me that when somebody's  
9           on leave of absence, they are not working at that  
10          time, correct?

11          MS. LUNDY:   Objection.

12          A.   Correct.

13          Q.   I have no further questions. Thank you.

14          MS. LUNDY:   Thank you.

15          MR. WAGNER:   Nothing for me.

16          MS. LUNDY:   We reserve our right to review  
17          and signature.

18          (Whereupon, this examination was concluded  
19          at 6:40 p.m.)  
20  
21  
22  
23  
24  
25



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

CERTIFICATION

I, DAVID NOVICK, a Notary Public for and within  
the State of New York, do hereby certify:

That the witness whose testimony as herein set  
forth, was duly sworn by me; and that the within  
transcript is a true record of the testimony given  
by said witness.

I further certify that I am not related to any of  
the parties to this action by blood or marriage,  
and that I am in no way interested in the outcome  
of this matter.

IN WITNESS WHEREOF, I have hereunto set my hand  
this 3rd day of April, 2023.

*David Novick*

DAVID NOVICK

\* \* \*

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

1 ERRATA SHEET

2 CASE NAME: SELENA STALEY, VIVIAN HOLMES, and  
3 OLIVE IVEY, on behalf of themselves  
4 and all others similarly situated  
5 v. FSR INTERNATIONAL HOTEL INC.  
6 d/b/a FOUR SEASONS HOTELS AND  
7 RESORTS, HOTEL 57 SERVICES, LLC,  
8 HOTEL 57, LLC, TY WARNER HOTELS &  
9 RESORTS, LLC, and H. TY WARNER.

10 DATE OF DEPOSITION: 4-3-23

11 WITNESS' NAME: ELIZABETH ORTIZ

12	PAGE/LINE(S) /	CHANGE	REASON
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20 \_\_\_\_\_  
21 ELIZABETH ORTIZ

22 SUBSCRIBED AND SWORN TO  
23 BEFORE ME THIS \_\_\_\_\_ DAY  
24 OF \_\_\_\_\_, 2023.

25 \_\_\_\_\_  
NOTARY PUBLIC

MY COMMISSION EXPIRES \_\_\_\_\_

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

Exhibits	\$		
<b>Exhibit 01</b> 3:9 21:10, 13,17	<b>\$10</b> 182:6	<b>17</b> 166:12,16	139:25 140:1,11 141:4, 17,18,22 142:11 154:22
<b>Exhibit 02</b> 3:11 57:22 58:1,4	<b>\$20</b> 182:6	<b>18</b> 175:21,23	159:4 163:16 177:6,23 179:3 180:12,23
<b>Exhibit 03</b> 3:13 59:5	<b>\$350</b> 196:7	<b>18th</b> 111:14 112:1 113:2	181:14,15,19 182:13 188:25 189:14,22 190:9 191:3,8,25 218:23 244:1
<b>Exhibit 04</b> 3:15 61:22	<b>\$500</b> 198:16 199:19 200:8 202:4,8 203:12	<b>19</b> 175:8 183:17,24,25 184:3	
<b>Exhibit 05</b> 3:17 61:24	<b>0</b>	<b>1980</b> 14:21	<b>2021</b> 31:20 74:9 84:24 85:10,20 87:4,6 142:21 196:8 216:12,15 217:18,23 219:2,22,23 223:20 229:12 231:4,9 232:22 234:11 236:6, 14,23 237:5 257:25 258:8,11 259:9,22 260:22 266:12 270:15 274:21
<b>Exhibit 06</b> 3:19 65:6,9	<b>008175</b> 175:7	<b>1986</b> 14:21	
<b>Exhibit 07</b> 3:22 85:14, 17,24	<b>1</b>	<b>1989</b> 14:25	
<b>Exhibit 08</b> 3:24 103:24 104:11	<b>1</b> 21:10,11,13,17 116:11 216:4 237:13	<b>1990</b> 16:16	
<b>Exhibit 09</b> 4:4 107:20, 24 108:12	<b>1-minute-and-28-second</b> 237:16	<b>1993</b> 16:16	
<b>Exhibit 10</b> 4:6 115:22	<b>10</b> 115:22,24 118:12 124:19 137:19	<b>1994</b> 16:16	
<b>Exhibit 11</b> 4:10 120:10, 14,17	<b>10022</b> 7:12 121:18	<b>1996</b> 16:17	
<b>Exhibit 12</b> 4:12 123:7, 13	<b>1015</b> 137:19	<b>1997</b> 16:17	<b>2022</b> 84:23 196:12 216:17 217:20 220:3 241:7,8
<b>Exhibit 13</b> 4:16 127:14	<b>1017</b> 134:15 136:18	<b>1999</b> 17:9	<b>2023</b> 84:23
<b>Exhibit 14</b> 4:17 134:12	<b>10:51</b> 44:23	<b>19th</b> 177:6,23 179:3	<b>20th</b> 82:22,23 83:18,25 84:2 96:25 97:15 164:5
<b>Exhibit 15</b> 4:20 155:5 207:18	<b>10:58</b> 44:24	<b>1:27</b> 103:11	<b>21</b> 192:14,19,21 194:2
<b>Exhibit 16</b> 4:22 6:16 158:22	<b>11</b> 51:20 52:9,13,15 120:10,14,17	<b>1st</b> 105:5 196:11 260:22	<b>2111</b> 184:3
<b>Exhibit 17</b> 5:4 166:12	<b>11th</b> 18:3	<b>2</b> 57:22 58:1,4 167:13	<b>2162</b> 184:2
<b>Exhibit 18</b> 5:7	<b>12</b> 123:7,13,15	<b>2-27-20</b> 59:3	<b>2198</b> 155:19 156:5,8,14
<b>Exhibit 19</b> 5:10 175:8 183:17	<b>12:16</b> 91:9	<b>20</b> 159:3 183:22,25 184:1 185:2,7,19	<b>2199</b> 155:17,21 156:10, 17
<b>Exhibit 20</b> 5:13 183:22 185:2,7	<b>12:17</b> 91:10	<b>200</b> 241:23	<b>21st</b> 97:15,18 113:13 121:19 139:25 229:10
<b>Exhibit 21</b> 5:16 192:19	<b>12:30</b> 101:17	<b>2000</b> 17:14 265:20	<b>22</b> 215:2,6 269:21,25 270:1,2,4
<b>Exhibit 22</b> 5:19 215:6 269:21,25 270:1,2,4	<b>12:34</b> 103:10	<b>2001</b> 18:3	<b>2200</b> 155:18
<b>Exhibit 24</b> 6:4 262:13	<b>13</b> 127:14 128:1 131:23	<b>2003</b> 9:14 18:14	<b>2201</b> 155:8 156:7,15
"	<b>14</b> 134:12,14 135:11 136:5 219:7 220:18 272:6	<b>2004</b> 18:14,15	<b>22nd</b> 97:15
"COVID-19 121:16	<b>14th</b> 140:1 141:4	<b>2015</b> 9:14	<b>23</b> 195:22 235:17 236:18,21,22 237:9
	<b>15</b> 155:5,7,10 156:15 207:18	<b>2018</b> 211:1,16 212:6,9, 12	<b>24</b> 262:13,16
	<b>16</b> 158:22,25 161:6 163:20	<b>2019</b> 30:22 85:2	<b>24th</b> 120:25
		<b>2020</b> 43:14,16 44:8 51:13 53:3 54:22 55:9, 14,16 59:25 69:14 71:1 83:18 84:3,17 105:5,12, 16 111:14 113:13 114:24 116:2 120:25 121:19 124:11,14,23 125:2,11 128:15 138:12	<b>25</b> 36:14,17,20,22 37:19,21,24 45:6,9,13 70:21 231:14
			<b>25th</b> 223:20 229:12 231:4,9 232:21 234:11

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

236:6,14,23 237:4 257:24 258:8,11 259:9, 22 270:15 274:20	<b>4-28-20</b> 85:12		<b>936</b> 136:18
<b>26th</b> 116:2 124:11,14, 23 125:2,11	<b>4-8-20</b> 166:10	<b>6</b>	<b>94</b> 237:25 240:21
<b>27</b> 269:22 270:6,12	<b>4-9-20</b> 158:20	<b>6</b> 65:6,9 215:19	<b>97</b> 17:8
<b>2729</b> 161:5,6	<b>400</b> 225:2	<b>6-1-20</b> 103:22	<b>99</b> 17:8
<b>2732</b> 159:1	<b>400-plus</b> 225:3 228:14	<b>6-22-20</b> 192:17	<b>9th</b> 163:16
<b>27th</b> 59:25	<b>4:05</b> 186:17	<b>60</b> 187:1	<b>A</b>
<b>28</b> 237:14	<b>4:30</b> 202:24	<b>60-day</b> 95:23	<b>a.m.</b> 44:23,24
<b>29th</b> 162:25	<b>4:35</b> 202:25	<b>61-page</b> 215:3	<b>abbreviate</b> 49:13,19, 24
<b>2:24</b> 134:6	<b>5</b>	<b>63</b> 211:9	<b>abide</b> 97:12 252:7
<b>2:27</b> 134:7	<b>5</b> 61:18,24 63:6 219:5 220:8,16	<b>6:16</b> 264:12	<b>Abigail</b> 25:17 26:10,14 240:4 255:14 257:6,8, 17
<b>2:46</b> 146:21	<b>5-12-20</b> 183:15	<b>6:23</b> 264:13	<b>ability</b> 134:17 257:15
<b>2:53</b> 146:22	<b>50</b> 11:19 37:25 38:8 130:2,15 131:1,11,14 138:11 187:1 190:3 231:11	<b>6:40</b> 278:19	<b>abrupt</b> 59:17
<b>3</b>	<b>52</b> 261:3,4,8	<b>7</b>	<b>absence</b> 275:7,9 276:17 277:16,19 278:5,9
<b>3</b> 59:1,5,24	<b>52-4</b> 211:9	<b>7</b> 85:14,17,24 211:9 272:25	<b>absent</b> 221:4,5,7
<b>3-12-20</b> 61:19	<b>54</b> 215:21,23,24 271:11 272:2	<b>7-14-2020</b> 138:19	<b>absolute</b> 137:1
<b>3-13-20</b> 61:23	<b>56</b> 215:9	<b>7/14/2020</b> 137:23	<b>absolutely</b> 132:18 134:5 139:5 144:9 214:1
<b>3-19-20</b> 175:6	<b>57</b> 7:25 19:6,7,21,25 20:8,10,23 21:8 23:2,3 24:16,21,24 25:5 26:5, 6,15,25 29:11,18 30:13, 19 31:2,12 32:14,18 33:25 34:11 41:16,18, 23,24 42:7,9,11 45:9 46:20 47:11 48:18 50:12,17 63:12 74:16, 22 77:14 78:5,20 79:3, 6,18 105:17,25 106:10 109:25 117:10 121:17 150:6,21 151:20 158:15 199:6,8,10,22 208:2,6, 7,14,18,24 209:9,25 217:1 271:20	<b>78</b> 187:3 189:21	<b>abundance</b> 159:4 164:6,20
<b>3-20-20</b> 57:24	<b>57th</b> 7:11 41:16,24 121:17	<b>79</b> 106:1	<b>abundance'</b> 164:8
<b>3-24-20</b> 120:12	<b>58</b> 263:9,14	<b>7th</b> 128:15	<b>accept</b> 121:10
<b>3-26-20</b> 115:18 123:9 166:10	<b>5:21</b> 232:19	<b>8</b>	<b>access</b> 39:7 83:11 200:15
<b>3-30-20</b> 262:11	<b>5:30</b> 232:20	<b>8</b> 103:20,24 104:2,11	<b>accessibility</b> 268:8
<b>3-31-20</b> 262:12	<b>5th</b> 188:25 196:8	<b>8-5-20</b> 134:10	<b>accommodate</b> 157:2, 17 158:14
<b>3/26/20</b> 116:11		<b>8-7-20</b> 127:12	<b>accommodations</b> 87:8
<b>30th</b> 163:1		<b>8174</b> 176:6	<b>account</b> 138:17
<b>368</b> 90:18		<b>8175</b> 175:24	<b>accountant</b> 37:5
<b>372</b> 117:3 124:2,3,10,15		<b>87</b> 15:1	<b>accrue</b> 247:8
<b>398</b> 105:25		<b>9</b>	<b>accrued</b> 247:9
<b>3:30</b> 255:9 257:18		<b>9</b> 107:20,24 108:1,12 110:6 111:6	<b>accurate</b> 20:4 21:21,25 22:3,9,11,13,23 62:23
<b>3:56</b> 186:16		<b>917</b> 108:14 111:1	
<b>4</b>		<b>918</b> 108:13	
<b>4</b> 21:11 61:16,22 62:1 219:6,8 220:12,18		<b>922</b> 120:24	
		<b>923</b> 120:18	

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

63:10 106:5,9 124:9 129:16,21 132:4,7,8 137:6,7 167:18 168:8 257:23	<b>afternoon</b> 257:19	<b>airport</b> 60:11	<b>apparent</b> 112:1
<b>Acknowledging</b> 181:3	<b>again?' 251:9</b>	<b>alarm</b> 246:11 248:13	<b>appeal</b> 219:7 220:12, 17,19
<b>acknowledgment</b> 180:24 181:1,2,5,7,9,23	<b>agencies</b> 121:25	<b>Alex</b> 128:6,7 132:14 187:18	<b>appearing</b> 118:3
<b>Acquisition</b> 17:4	<b>aggressiveness</b> 229:25	<b>Alexandra</b> 128:3,11,24 132:22	<b>applications</b> 256:24
<b>Act</b> 95:18 99:20 117:13 127:6 131:6 178:9,11, 16,18,20,23 267:13	<b>agree</b> 49:13 50:16,19, 20,25 59:23 60:2 62:15 63:17 64:3 72:1,8 80:4 84:16 87:3,10 101:7,12 103:14 104:11,21 107:2 108:2 111:2,9,25 112:6 113:13 123:25 124:18 128:2 133:19 134:24 135:10 149:20 159:2 167:10 169:1,9,24 171:15 176:2 177:5,9 184:14 185:19 189:13, 20 197:16 204:22 205:11,13 206:8 207:20 209:10 212:8 219:18,22 220:3,8,16 225:13 231:25 257:22 259:5 260:16,21 261:12 262:19 264:14 276:19 278:8	<b>allowed</b> 40:9 48:3 154:11	<b>applied</b> 95:18 252:21
<b>acting</b> 93:8,12,15 219:13	<b>agreed</b> 54:24 195:1 199:1	<b>allowing</b> 83:11 154:24 245:22	<b>apply</b> 266:19
<b>action</b> 8:2 9:15,19 160:1,10 213:18,22 214:10	<b>agreeing</b> 196:16	<b>alluded</b> 259:15	<b>approach</b> 269:3
<b>activities</b> 34:4	<b>agreement</b> 95:14,15 96:7,9,11,17 97:4,10,13 98:9,20 102:17 103:2 194:25 195:6 196:2,6, 16,22 197:2,5,15 198:25 199:4,11 200:12 202:10,14,17 203:5,9, 11,16,20,25 204:5,11, 15,19,23 205:3,8,14,19, 24 206:3,6,10,20,23,25 207:6,9 210:4,9,11,13 211:1,6,20 212:5 214:15,23 215:9 216:3 221:13 224:24 225:22 226:6 228:5,20 252:4,6, 8 269:15,18 270:7,10 271:7,10,12 273:16	<b>Aman</b> 32:6	<b>approval</b> 102:11 103:16 104:13,19,22 105:6 151:4,6,10
<b>adapt</b> 87:25	<b>agreements</b> 196:14,20 197:4	<b>Amended</b> 208:9	<b>approvals</b> 248:14
<b>additional</b> 165:20,21 167:22,23,25	<b>ahead</b> 52:11 101:21 235:24 239:21	<b>amendments</b> 204:24	<b>approve</b> 76:10 102:22
<b>address</b> 7:10 104:6 107:5 136:2,12 187:8, 13 247:24 248:2 253:1 255:22 257:10	<b>ahold</b> 257:13	<b>Americas</b> 240:3,6	<b>approved</b> 102:10 167:11 259:18
<b>addresses</b> 115:19 124:7 135:24 136:14		<b>amount</b> 67:23 151:14 198:12,14 249:8	<b>approves</b> 102:12
<b>adjusted</b> 190:20		<b>amounts</b> 151:11	<b>approving</b> 76:14
<b>administrative</b> 198:1 200:5,8,15 201:16		<b>and/or</b> 79:15 88:3 129:15 132:3	<b>approximately</b> 70:21 116:11 117:3 124:2,3, 10,14 145:15 180:10
<b>administrators</b> 251:17		<b>Andrew</b> 156:25 157:15	<b>April</b> 51:13 141:12 162:25 163:1,16
<b>ADP</b> 38:24		<b>annexed</b> 211:2	<b>arbitrarily</b> 203:14
<b>ADP's</b> 129:14		<b>anniversaries</b> 144:16	<b>arbitration</b> 205:9 214:18 215:17 216:2 273:12
<b>advance</b> 95:23 96:11 97:11 98:13		<b>announce</b> 266:4	<b>area</b> 92:10 115:6 132:14 148:11
<b>advanced</b> 102:3		<b>announcement</b> 60:11 156:24 157:15 266:7,10	<b>areas</b> 86:19 133:10 191:21
<b>advice</b> 95:7,19		<b>annual</b> 38:1,9	<b>arms</b> 133:18
<b>advisement</b> 99:17		<b>answers</b> 8:11 230:20 242:15 248:23 255:19 256:10	<b>arrived</b> 85:1
<b>affect</b> 249:24		<b>anticipate</b> 8:20 189:5 245:7,8 250:11	<b>arriving</b> 85:3 246:16
<b>affected</b> 119:16		<b>anticipating</b> 239:24	<b>articles</b> 154:10,18
<b>affords</b> 133:17		<b>anticipation</b> 71:7 86:7, 14,20 87:24	<b>Arts</b> 14:14
<b>AFL-CIO</b> 118:25 119:5 124:5 126:12		<b>Antoine</b> 75:16,20,23 76:9 78:4,18 192:4,16 240:2	<b>asks</b> 128:7
		<b>anymore</b> 132:23	<b>aspects</b> 184:19
		<b>apologies</b> 127:24	<b>asset</b> 150:18 152:7,9, 19,21,23,24,25
		<b>apologize</b> 235:18	<b>assets</b> 153:7
			<b>assist</b> 272:7

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>assistance</b> 242:15 254:19	265:5 268:12,16 273:13	<b>basically</b> 136:11	<b>bigger-picture</b> 243:15
<b>assistant</b> 16:7 133:9 201:4	<b>awareness</b> 52:2	<b>basis</b> 15:14 36:14,16 71:24 72:8 78:10,14 144:7 208:23 209:2 213:1,4 217:14 230:18 239:6 270:12	<b>biggest</b> 255:25
<b>assistants</b> 187:17	<b>awful</b> 59:18		<b>biography</b> 21:12
<b>assume</b> 61:9 77:12 80:21 105:2 117:15 130:13 185:1	<hr/> <b>B</b> <hr/>	<b>Bates-stamped</b> 57:25 59:3,7,24 61:20,23 62:2 63:6 65:5,10 85:13,24 103:23 104:2 107:22 115:20 117:2 119:3 120:12,18 123:11 127:13 128:1 134:10,14 137:17 155:3,7 156:17 158:20 159:1,10 161:6 166:10 175:6,23 183:16,18,25 184:1 192:17 194:3 195:23 262:12	<b>birthdays</b> 144:16
<b>assuming</b> 249:23 273:10	<b>B-R-A-M-B-R-U-T</b> 216:14	<b>bathroom</b> 73:11 134:4 260:10	<b>bit</b> 40:24 205:8 245:13
<b>attached</b> 66:1 105:24 118:13 129:11 165:3 185:2,6,17 193:11 210:8	<b>Bachelor's</b> 14:13,22 15:1,2	<b>bathrooms</b> 73:8,20,22 74:1 83:7 89:18,21 90:12 91:11,13,17 92:5	<b>bits</b> 238:21
<b>Attachment</b> 118:14, 16,18,23	<b>back</b> 15:19 18:7 45:1 46:16 49:10,12 66:7 75:19 97:24 103:13 105:19 111:20,23 119:12 125:7 138:11 151:9 160:16 161:22 162:5,18 164:20 173:2, 14 174:3,18 179:3 182:14 183:21 185:24 186:18 189:8 203:1,4 213:16,23,24 214:3,5 229:10,12 239:12 240:25 241:5 250:12 252:24 254:3,11 262:6 263:4,25 264:6 273:20 278:2	<b>beams</b> 88:23 89:16	<b>black</b> 132:13,18 152:13
<b>attempt</b> 54:12	<b>background</b> 14:10	<b>Bear</b> 253:4	<b>board</b> 254:6
<b>attempting</b> 182:14	<b>bacteria</b> 35:17	<b>bedroom</b> 89:8	<b>Boland</b> 39:15,24
<b>attempts</b> 33:21	<b>Barbara</b> 122:24 123:3, 8 124:23 126:2 243:6	<b>began</b> 24:23 25:5 30:19 31:1 33:25 135:7 136:3 137:23 138:19	<b>bonding</b> 276:15
<b>attention</b> 28:1 60:9 62:1 63:5 64:12 65:8 67:13 69:6 104:1,10 105:22 107:18 108:11, 13 110:6,25 118:11 123:14 128:1 131:22 137:16,21 150:10 154:15 155:16,25 156:16 158:18,24 163:19 174:18 184:3 210:7 211:4,5 215:8,21 217:15 233:15 237:13	<b>Bargaining</b> 95:13,14 96:7,8,11,17 97:4,9,13 98:9,20 102:17 205:7 252:4,6	<b>begin</b> 71:6 240:25	<b>books</b> 247:9
<b>attorney</b> 168:17 212:21	<b>bars</b> 16:2 116:8	<b>beginning</b> 97:16,18 156:14 239:17 253:16	<b>bookshelves</b> 89:8
<b>attract</b> 35:17	<b>base</b> 65:2	<b>begins</b> 97:16 271:11	<b>bottom</b> 50:15 62:9 65:18 87:18 105:22 108:13 110:25 111:6 128:22 161:6 184:16 185:10 195:24 212:4 215:9,24
<b>August</b> 128:15 181:18 188:25 194:11	<b>based</b> 47:1 52:7,22 64:22,25 67:21 69:2,18 70:3,5 77:20,22 78:1,4 80:3 81:12,22 87:18 89:20 97:20 98:8 109:23 111:25 115:3 117:7 118:5 120:8 129:25 147:6 148:10,24 153:16 164:11 170:16 190:20 198:6,8 224:23 225:21 241:9 244:6,18 269:10 272:21 273:24 275:7,10	<b>behalf</b> 7:22 9:16 121:11 126:3,6 208:18,24 209:3,13,17 269:12	<b>box</b> 230:9,23 231:4,9, 17 232:1,13 242:5 274:20
<b>authored</b> 61:19		<b>benefit</b> 241:24 247:1,5, 8 251:11,14	<b>boxes</b> 63:3
<b>authority</b> 208:23 209:12,16		<b>benefits</b> 34:5 102:24 165:15,24 166:1 167:5, 12,22 201:11 269:17 277:2,12	<b>brambrut</b> 216:13 242:21 244:21 245:10, 21,25 246:3,18 247:11, 17,23 248:1,4,25 249:4, 22 250:13,18,21 251:7, 12,21 252:1,9,12 253:4, 12,18 255:8,12 257:16
<b>auto</b> 156:18 157:7		<b>beverage</b> 49:3 66:18, 21,23 83:1 103:6 113:7 114:18 115:4,7 146:8 147:21	<b>brand</b> 20:16 21:4 22:12,15 23:1 29:8,17 148:4,6,9
<b>avoid</b> 40:20			<b>brandings</b> 27:24
<b>aware</b> 42:19,24 44:3 54:23 66:3 67:14 82:19 94:14 99:18 136:7 138:9 146:17,25 163:14 190:13 192:22 204:4,10 205:23 206:2 230:13 232:21,24 243:12,16			<b>breach</b> 35:25
			<b>break</b> 44:22,23 91:7,9 101:17 103:8,9 112:13 134:4,6 146:20,21 186:16 202:18,22,24 232:18,19 264:10,12
			<b>breakage</b> 90:22
			<b>breaking</b> 88:24 90:7
			<b>Briefly</b> 207:7
			<b>bring</b> 162:18

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>bringing</b> 173:14 250:11 263:25	16	261:20 262:1,11,20	<b>checked</b> 129:15 132:2
<b>broad</b> 34:2 79:9 143:8 150:13 194:21	<b>C.O.R.E.</b> 9:7 18:22 183:11	<b>causing</b> 116:8	<b>checklist</b> 188:2,11
<b>broader</b> 35:2,4	<b>cafeteria</b> 86:2,6,11,12, 16,21 87:2,7 88:2 191:16	<b>caution</b> 159:4 164:6	<b>checks</b> 151:13
<b>broadly</b> 256:13	<b>calculate</b> 129:6	<b>caution'</b> 164:20	<b>chef</b> 87:19
<b>Broadway</b> 48:4	<b>calculated</b> 129:13,25	<b>CC-ED</b> 65:18 176:13	<b>child</b> 276:15
<b>Broadway's</b> 82:12	<b>calculation</b> 244:19	<b>CC-ING</b> 192:16	<b>chillers</b> 35:15 72:21 260:12
<b>brother</b> 56:16	<b>call</b> 122:18 153:17 163:24 180:2 202:17 203:19 210:15 221:19 229:16,22,23 230:6,8 231:2 233:9 241:22,23 253:20,21,22 254:25 257:2 264:5	<b>ceiling</b> 86:13 87:19,21 88:2,3	<b>China</b> 56:22
<b>brought</b> 217:15 221:17	<b>call-to</b> 159:25 160:10	<b>ceilings</b> 90:11 260:10	<b>chose</b> 207:4
<b>BRUSTEIN</b> 24:25 168:19 195:14 202:21 221:23 233:25 235:18 238:16 239:10 269:23	<b>called</b> 16:20 88:18 148:20 174:22 201:18 231:23	<b>cell</b> 257:11	<b>chosen</b> 172:4,5,10 174:15
<b>bubble</b> 242:3,4	<b>calling</b> 189:8 227:9,16 263:4	<b>Center</b> 18:1	<b>Chwang@tymail.com.</b> 107:8
<b>building</b> 34:19,20 35:19 36:2,20 45:3 52:16,20 72:4,16,20 91:24 92:14 93:18 94:1 115:14,15 183:21 185:24 219:10 243:17 248:6 252:5 254:3,11	<b>calls</b> 11:10 12:3,14 13:17 119:24 125:12 126:17 168:14 209:21 213:6 228:16 242:12 254:24 267:17 268:21	<b>certainty</b> 137:2	<b>circumstance</b> 75:21
<b>building.'</b> 248:8	<b>can/should</b> 176:20	<b>Chahwan</b> 75:16,20,23 76:9 78:18 192:4,7,16 240:2	<b>circumstances</b> 47:2 105:1 116:4 125:17 163:4 167:7 228:16
<b>bulk</b> 188:6	<b>capacity</b> 118:4 269:10	<b>chain</b> 65:3 85:11 103:22 107:21 127:12 166:9 175:4 234:6 262:10	<b>City</b> 32:7 43:15 96:1 126:8 195:4,5 197:3 198:24 200:12 248:15 265:11
<b>bumping</b> 117:4 129:12	<b>capital</b> 142:7 259:14, 20,21,25 260:5	<b>challenges</b> 243:13	<b>clarification</b> 57:14 58:7,15 118:9
<b>bunch</b> 118:13	<b>career</b> 9:23	<b>Chang</b> 122:24 123:3,8 124:23 126:2	<b>clarify</b> 13:14 29:15 39:12 40:4 55:15 57:8 70:2 97:22 127:17 246:20
<b>business</b> 7:10 19:25 23:6,7,12,14 26:20,25 27:19 36:9 48:6,16 79:13,24 82:4,13 83:15 95:25 97:25 100:4 101:13,15 116:3 121:13,20 151:16 182:16,24 192:1 208:22 209:1,6 265:16	<b>carpenters</b> 87:1	<b>change</b> 34:9 68:8,11 71:9 73:1 86:15 90:1 164:16 187:8,12	<b>clarity</b> 33:3 39:22 172:2,6
<b>businesses</b> 43:22 44:11 184:17 221:1	<b>carpet</b> 89:4 243:13	<b>changed</b> 34:13,24	<b>Class</b> 116:1
<hr/> <b>C</b> <hr/>	<b>carpeting</b> 89:8 191:17	<b>Channel</b> 51:20 52:9,13, 15	<b>classification</b> 201:19
<b>C-H-A-R-P-I-E-N-T-E-R</b> 25:18	<b>case</b> 7:20 10:18 117:22 127:22 192:9 199:12 203:20 207:9,12 212:24 229:2	<b>channels</b> 237:22 238:9 240:18	<b>classified</b> 200:14 201:14,15
<b>C.a.r.e</b> 215:19 271:19	<b>categorized</b> 199:2 201:2	<b>characterized</b> 101:22 274:17	<b>classify</b> 224:14
<b>C.A.R.E.</b> 210:15,16,18 214:14 216:3 271:9,18 272:1,10,14,19 273:7,	<b>Cathy</b> 53:9 54:14 56:5 104:15 107:3,5,15 108:6,15,22 109:7,16, 24 110:9,13 150:18,19 151:2 152:6 192:16	<b>charge</b> 64:19 106:8	<b>clean</b> 36:1 83:7
		<b>Charpienter</b> 25:17 26:10,14 240:4 255:11, 13	<b>cleaner</b> 40:24
		<b>Charpietner</b> 255:14	<b>cleaning</b> 72:19
		<b>chart</b> 65:5 69:2,3,4	<b>cleanliness</b> 60:7
		<b>chat</b> 230:9,23 231:4,9, 17 232:1,13 242:5 256:22 257:9 274:20	<b>clear</b> 8:7 64:8,10 177:17
		<b>check</b> 92:11 129:19 151:14	<b>click</b> 242:3
			<b>close</b> 44:7 47:14,25



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

53:6 54:19 56:1 58:22 69:12,15,20 81:13 83:24 84:8 97:21 110:23 163:3 264:19 272:25	11,13,22 81:3	265:5,24	<b>confirm</b> 66:1 79:16 105:9
<b>closed</b> 43:10,16,24 44:12,18 47:17 54:25 55:8,25 56:3 57:5,10 59:19 68:5,18 71:13,14, 15,17,18 72:2 81:14 82:12,13 83:3 86:6 96:22 100:2 101:6,10 121:20 145:20 161:23 181:17 214:13 224:5 225:12,18 226:11 227:23 228:3 241:3,16 242:9 243:9 247:17 255:22 264:15	<b>collective</b> 95:13,14 96:6,8,10,17 97:4,9,13 98:9,20 102:17 103:1 205:7 208:8 252:3,6	<b>complain</b> 224:6,10	<b>confused</b> 152:13 230:14
<b>closely</b> 138:6	<b>collectively</b> 52:25 79:20 86:11 103:1 134:11	<b>complained</b> 217:3,6 223:10,14 224:22 225:20	<b>confusing</b> 163:2
<b>closing</b> 60:3,16 131:18 140:13 141:14 176:18 177:18,21 264:17,24	<b>college</b> 14:25	<b>complaining</b> 223:24 246:13	<b>confusion</b> 125:7
<b>closure</b> 43:20,21 47:21 83:23 127:8 163:11 176:23,25 177:11,15, 16,25 190:8,13 191:20 192:9,22 193:4,9 194:10 226:10	<b>commencing</b> 196:7	<b>complaint</b> 68:22 69:1 208:10 214:20,22 216:1 217:9 225:14 232:7,9 271:14,24 272:5,8,11, 12,22 274:24,25	<b>conjunction</b> 217:8
<b>closure.'</b> 176:21	<b>comments</b> 246:19	<b>complaints</b> 223:3,9 224:14 230:10,22 231:3,8,11,14,16 232:1, 5 273:14,24 274:2,3,8, 15,18,20	<b>connected</b> 250:4 254:14
<b>closures</b> 116:8	<b>commercial</b> 55:17	<b>complete</b> 73:20 248:8 249:2	<b>connection</b> 94:4 117:4
<b>club</b> 184:19	<b>commitment</b> 256:17	<b>completed</b> 92:16 146:2	<b>consensus</b> 144:11
<b>coaching</b> 238:16	<b>committed</b> 241:10,12	<b>completely</b> 71:18 72:2	<b>consequent</b> 116:5
<b>COBRA</b> 252:10,13,18, 20 253:1,5	<b>committee</b> 48:25 102:16 166:25 183:1,4, 15 184:5,13 190:25 265:3	<b>compliance</b> 117:12 267:13	<b>considered</b> 44:12 88:11 89:2,12 178:21, 24 215:13 245:4
<b>code</b> 184:9,10	<b>common</b> 82:17 218:14, 15 221:2	<b>computer</b> 38:18 188:18	<b>consisted</b> 48:25
<b>cognizant</b> 145:6	<b>communicate</b> 144:12	<b>concerned</b> 113:10	<b>consistent</b> 141:16
<b>collaborate</b> 49:6 64:22 75:14 217:13	<b>communicated</b> 66:3 67:15 255:21	<b>concerns</b> 224:12 225:3 226:23 227:3,6,11,13, 14,22 228:7 230:10,22 231:3 242:12	<b>consultant</b> 18:9
<b>collaboration</b> 35:14, 23 47:1,6,7 48:16,17 93:19 199:16,21	<b>communication</b> 11:10 12:3,15,20,23 13:18 14:13 55:4 58:12 125:13 126:18 168:16 176:19 193:23 218:5 242:3,4,8 257:4 260:22 267:18 268:22	<b>contact</b> 93:18,20 94:4 156:18 218:6 222:12 244:14	<b>contacted</b> 32:9 124:6
<b>collaborative</b> 55:4 60:23 69:17 74:11 76:6 80:23 81:12,20 82:2 92:23 102:11 149:12,24 150:2,3 153:16 158:5 160:21 164:13	<b>communications</b> 14:7 119:24 168:15 221:10, 17	<b>contacting</b> 93:22	<b>contained</b> 129:24
<b>collaboratively</b> 80:6,	<b>communicative</b> 144:6,9	<b>concluded</b> 278:18	<b>contaminating</b> 115:6
	<b>community</b> 52:11 69:18,19,25 70:4 100:23 101:3,7 117:18	<b>conclusion</b> 209:22 213:19	<b>context</b> 235:11 238:13, 24 278:7
	<b>comp</b> 266:1	<b>conclusions</b> 213:7	<b>contingency</b> 220:25 221:4,8,10,13 222:3,4, 10,17,18,21,24
	<b>company</b> 38:20 42:10 116:10 245:2 249:16	<b>concrete</b> 90:5,9 250:15,25	<b>continuation</b> 167:2 193:9 244:17
	<b>compensated</b> 253:7	<b>condensation</b> 73:14	<b>continue</b> 40:22 83:17 165:14 166:6 194:13 199:1 200:13 202:11 241:2 242:13,14 244:2, 8 256:2,18,19 257:14 277:24
	<b>compensation</b> 34:6 253:11	<b>conditions</b> 271:15	<b>continued</b> 156:23 194:16 197:6 243:16
	<b>competitive</b> 264:24	<b>conducted</b> 84:18,23 85:5,8 273:23 274:11	<b>continuing</b> 102:24 203:12
		<b>confidential</b> 185:7,11, 18 198:2 200:15	<b>contract</b> 194:17 247:19
		<b>confidentially</b> 185:13	



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<p>249:1</p> <p><b>control</b> 116:7 252:17</p> <p><b>conversation</b> 59:12,13 87:18 128:14 129:23 143:25 190:16 191:21 211:25 255:1 267:19</p> <p><b>conversations</b> 142:3 144:9 145:2 164:12 190:20 191:15,24 223:19 225:5 265:3 274:17</p> <p><b>cooling</b> 246:9</p> <p><b>cooling-tower</b> 248:18</p> <p><b>copies</b> 13:24 122:5</p> <p><b>copy</b> 128:19 129:11 210:25</p> <p><b>corner</b> 211:9</p> <p><b>Coronavirus...2019</b> 121:15</p> <p><b>corporate</b> 238:2 240:23 253:23</p> <p><b>correct</b> 13:12 16:13 22:20 24:24 25:5 28:12, 18,20 30:2 31:15,16 33:1 41:2 46:11,12 47:19 50:6,10,18 51:9 53:25 57:1,6 59:25 60:4 61:6 62:10,11,14,17,18 63:19,22,25 65:18,20 66:24 71:20,24 72:13 78:18 80:6 84:9,14,18 87:4,12,15,21 88:24 89:2 91:24 92:7 93:4,7, 8 99:20 101:4,8,16,20 102:1 107:3 108:3 109:12 112:3,10,16,20 120:22,25 123:23 125:24 126:4,12,14,16 128:4,16 133:14,22 134:21 135:1,7,14,19, 22 136:24 138:1 139:17 145:21 146:24 156:11 157:8,23 158:7,10,16 159:12,13,15 160:7,19, 22 161:2,20 162:9,13, 14,20,22 164:17 165:6 166:18 167:14,25 168:4 169:11,17 170:1,13 172:8,9 173:1,9 176:14, 15 177:12 178:9 183:2</p>	<p>185:21,24 186:2 189:15 190:6 193:20,24 194:19 196:8,12,22 197:18 198:21 204:16,20 207:21,24 208:3 210:25 212:6,16 213:18 215:14,19 216:2,5,6 217:7 219:3,9,13,19,23 220:4,13,20 225:15,23 226:23 229:14,18 230:10,15 232:5,22 233:23 234:11,13,17,20 237:11 238:5 258:11, 16,17,18,19,21 259:2 261:9 263:7 265:16,24 271:4,8 274:11,21 278:10,12</p> <p><b>correctly</b> 141:10</p> <p><b>correspond</b> 54:7</p> <p><b>corresponded</b> 53:24 261:20,25</p> <p><b>corresponds</b> 107:15</p> <p><b>cost</b> 82:8 84:11 98:1</p> <p><b>costs</b> 76:19 82:6,15 84:8 115:11</p> <p><b>Council</b> 57:19 58:12 117:12 118:25 119:5 124:5 195:4,5 197:3 198:24 200:12</p> <p><b>Counsel</b> 11:11 12:4,5, 15,20,23 38:12 95:7,19 96:4 118:2,8 120:2,9 123:21 267:20</p> <p><b>count</b> 104:9 106:7,9</p> <p><b>country</b> 16:24</p> <p><b>couple</b> 18:9 115:3 141:9 214:12 244:7 248:25 252:23</p> <p><b>court</b> 7:5 8:12 10:25 11:4 175:20 233:21 234:1 235:21 237:17 239:17 258:4</p> <p><b>cover</b> 104:17 183:19 185:20 215:4</p> <p><b>coverage</b> 167:5 252:13 253:5</p> <p><b>coverage?'</b> 252:10</p>	<p><b>covered</b> 205:7</p> <p><b>COVID</b> 52:1 56:11,21 57:6 60:17 70:8 163:5 221:18 264:25</p> <p><b>COVID-19</b> 116:5 157:4, 19</p> <p><b>crazy</b> 98:15</p> <p><b>created</b> 234:7</p> <p><b>crew</b> 36:7</p> <p><b>criteria</b> 147:16 148:2,5, 9,14</p> <p><b>critical</b> 66:4 67:16,19 68:23</p> <p><b>Cross</b> 269:5 275:12,14, 20 276:4,13 277:8,21</p> <p><b>Culture</b> 21:23 22:19,24 31:6 34:4 35:1 45:25 50:8,9,16 62:13 75:13 79:2 94:12 118:5 133:10,11 144:15 208:2 240:5,7,8</p> <p><b>Cuomo</b> 83:25 156:25 157:15</p> <p><b>curious</b> 227:1</p> <p><b>current</b> 39:4</p> <p><b>custody</b> 234:6</p> <p><b>cut</b> 68:1</p> <p><b>cutoff</b> 244:11</p> <hr/> <p style="text-align: center;"><b>D</b></p> <hr/> <p><b>d/b/a</b> 7:24</p> <p><b>D23</b> 195:17</p> <p><b>daily</b> 34:3 71:23 72:13, 15 78:10,14 217:14</p> <p><b>dangerous</b> 71:19 72:3</p> <p><b>data</b> 37:8,10,14 188:11</p> <p><b>date</b> 21:14 58:2 59:5 61:25 65:7 85:15 94:10, 14,21 96:23 103:25 107:24 115:22 120:15, 25 123:13 127:15 129:2,13 130:6,22,23, 25 135:6 136:3,17,21, 24 137:4,21 138:1,5</p>	<p>145:12 155:5 158:23 163:16 166:13 167:19 175:9 177:23 180:12 183:22 187:13 189:4 192:19 197:17 198:20 215:7 237:9 260:20 262:14 266:10</p> <p><b>dated</b> 57:24 59:3,25 61:23 85:12 103:22 115:18 116:2 120:11 123:9 127:12 128:15 134:10 158:20 177:6 183:15 192:17 262:11</p> <p><b>dates</b> 51:12 114:13 128:20 129:7,16,20,24 132:4,7,8 135:4,13,25 136:12 137:7 141:16 166:10 189:6,7,19,21, 25 190:1,4</p> <p><b>day</b> 36:19 53:1,2 67:1,2 82:24 96:20,25 129:14 130:1,8,10,11,17,23 132:8 139:5 150:20 165:22 182:6 190:5,15</p> <p><b>day-to-day</b> 72:8 75:14</p> <p><b>days</b> 46:7,10,11,16 52:21 136:22 139:4 219:7 220:18 272:6,25</p> <p><b>DBAS</b> 49:18</p> <p><b>deals</b> 193:19,23</p> <p><b>Dear</b> 104:15 111:8 156:22 176:17</p> <p><b>debating</b> 117:17</p> <p><b>December</b> 217:24</p> <p><b>decide</b> 91:6 244:13</p> <p><b>decided</b> 44:7 69:15 87:24 163:3 199:18,25 200:4,7 228:21 250:15</p> <p><b>deciding</b> 64:19 147:2 250:24</p> <p><b>decision</b> 33:20 47:10 51:14,22 53:6 69:17,24 70:4 74:4,10,13,17,22 75:2,7 80:14,23,25 81:6,10,20,24 83:12,13, 14,17 86:10,13 97:19, 22 100:16 102:18 111:14 113:14,18,20 114:3,7 141:19,22</p>
---	--	---	---

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

142:11,15,23 143:2,5 149:5,10,12,15 151:17 153:12,16,19,24 154:7 158:5 159:5 167:22 172:23,24 191:25 195:4,5 197:3 203:14 219:6 220:12 264:22 272:21,24 273:6	<b>delay</b> 114:4 141:8,10 <b>delivered</b> 67:3 <b>delivering</b> 248:17 <b>demand</b> 117:20 <b>demands</b> 40:13 <b>department</b> 30:7 114:18 123:17 126:9 136:21 138:22 244:20 247:16 <b>departmental</b> 137:5 <b>departments</b> 63:16 <b>depend</b> 105:1 146:4 <b>dependent</b> 131:17 146:6,11 147:8 149:4 <b>depending</b> 27:21,23 244:11 248:11 250:14, 23 <b>depends</b> 75:21 77:21 91:5 148:16,17 151:13, 20 170:17,22 248:20 258:23 268:7,8 277:18 278:6 <b>depiction</b> 167:18 257:23 <b>deposing</b> 40:2 <b>deposition</b> 8:10,24 9:1 10:14 11:4 39:25 40:12, 14 44:24 49:24 50:20 84:14 91:10 103:10 118:3 134:7,18 146:22 186:17 202:25 232:20 264:13 <b>depositions</b> 39:15 40:19 <b>describe</b> 14:9 <b>describing</b> 102:13 248:7 <b>designated</b> 197:25 <b>designer</b> 89:5 <b>desk</b> 154:19 <b>detail</b> 134:23 <b>determination</b> 47:4 192:8 244:16	<b>determine</b> 264:17 <b>determined</b> 46:23 71:5 <b>Development</b> 126:8 <b>devices</b> 127:20 <b>dictated</b> 147:24 <b>dictates</b> 131:5 <b>difference</b> 19:20 135:5,17 <b>differences</b> 136:4,7,10 205:18 <b>difficult</b> 159:5 255:18 <b>diligence</b> 193:8 194:9 <b>diligent</b> 137:3 <b>dining</b> 146:8,9 147:3, 12 <b>dire</b> 221:3 <b>direct</b> 75:15 168:15 218:7,19 <b>directed</b> 126:19 272:4 <b>directing</b> 235:15 <b>direction</b> 40:18 59:15 80:25 81:1 83:3 112:5 124:25 161:23 168:24 184:22 252:7 <b>directive</b> 82:25 <b>directly</b> 20:18 54:11,13 55:6 75:20,22 185:14 244:15 251:19 253:2 <b>director</b> 9:11,13 10:7 16:19 17:3,5,17,20 18:17,19 19:1 21:22 22:18,23 25:16 31:1 37:6,16 45:25 49:1,2,3 50:8,9,15 62:12 66:12 75:13 76:7 77:5,6 79:1 92:18,24,25 93:2,19 94:12 103:4,5,6 118:4 133:9 164:7 183:9,10 208:1 217:19 218:18 221:6,7 240:7 272:23 <b>directors</b> 49:5 183:8 <b>disability</b> 278:4,5 <b>disadvantage</b> 235:12	<b>discipline</b> 133:18 <b>discontinuance</b> 111:2,9 <b>discontinuation</b> 197:3 <b>Discovery</b> 116:22 <b>discuss</b> 56:19 128:11 216:4 264:6 <b>discussed</b> 105:24 125:23 126:2 131:24 136:8 154:13 166:25 167:22,23 190:1,9 192:23 <b>discussing</b> 112:13 <b>discussion</b> 18:5 25:19 75:17 76:12 81:12,21 82:2 83:8 104:6,8 112:1 127:10 137:14 166:21, 23 186:13 193:4 194:6, 8 207:14 213:13 258:5 263:25 <b>discussions</b> 52:6 110:18 141:24 142:4,10 191:19 217:14 <b>disease</b> 35:18 121:15 <b>dismiss</b> 208:9 212:16, 19 <b>dismissed</b> 212:24 213:5,18,22 214:10 <b>disrespectful</b> 230:1,7 <b>disruptions</b> 116:6 <b>dissatisfied</b> 219:6 220:11 <b>distance</b> 86:19 <b>distancing</b> 63:25 <b>distinction</b> 195:19 <b>distracted</b> 237:19 240:15 <b>distributed</b> 63:15 220:1,9 <b>distribution</b> 95:20,22 <b>division</b> 31:5,6 34:4, 14,15 76:13 77:3 114:14,19 126:9 129:15 132:3 183:10
--	--	---	---

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>divisional</b> 34:24	<b>duly</b> 7:2	<b>edits</b> 164:10	228:4,20,24 229:5
<b>divisions</b> 31:8 35:21 66:10 78:12 113:6,25 114:9,10 162:1	<b>duo</b> 37:3	<b>educated</b> 170:7	269:15,17 270:6,9 271:6,10,11 273:16
<b>doctors</b> 157:2,17 160:2	<b>duties</b> 34:1,9	<b>educational</b> 14:9	<b>employ</b> 23:3
<b>document</b> 58:6 104:14 105:23 111:8 116:14, 17,21 120:21 123:16,19 124:1 129:3 155:2,9,17, 18 156:1 157:11 161:5 175:17,23 183:17 185:2,6,20 186:5 195:24 211:9 213:24 215:3,22 218:20 222:8	<b>dwindled</b> 70:25	<b>effect</b> 55:5 134:25	<b>employed</b> 19:10 23:2, 5,9,16 47:11 77:10,14, 17 79:2,14 80:2 108:22 109:1 206:18
<b>document's</b> 123:22	<hr/> <b>E</b> <hr/>	<b>effective</b> 211:1	<b>employee</b> 34:6 65:2 78:20 86:25 87:2 130:14,24 131:9 132:9 178:12 188:10 191:18 197:25 201:15 205:19 206:9 215:4 224:22 226:25 258:24 267:15 272:4 275:7,10,15 276:10,18
<b>documentation</b> 218:11	<b>e-mail</b> 43:6 53:25 57:23 58:18 59:2,8,23 61:22 63:1,2,3,13,14 65:3,14, 18,20,23 66:13 67:14 68:1,22 69:8 85:11 87:12,18 93:24 103:22 104:3,6,15 107:2,5,11, 14,21 108:2,5,9 110:7, 14 111:1,4,6,11,25 112:7 115:17 127:12 128:2,15,18,22 131:24 132:1,6 151:3 156:17 157:7 166:9,18,20 167:11,17 168:6,8 175:4 176:3,12,14,16 177:5,8 179:4 183:14 184:4,10,11,15 192:15 193:1,2,7,15,19,22 194:3,6 218:8,11 231:20 237:21 239:22 240:17 241:1 262:10, 20,22 263:24 264:4	<b>effort</b> 60:23 64:22 92:23 102:25 149:25 150:2,3 160:21 164:21	<b>employee's</b> 271:15
<b>documents</b> 11:8,14, 19,22,25 12:7,11 13:1, 7,12,16,20 14:4 27:9 99:10 134:21	<b>e-mailed</b> 186:22 227:2, 7,10	<b>effort.'</b> 164:8	<b>employees</b> 17:18,19 34:18,21 37:19,21,22 39:1,4,5 45:2 46:19,23 47:10 48:9,10,12,15 62:16,20,25 63:4,8,11, 14,18 64:5,11,20 66:9 68:15 70:15,22 80:15 81:10,14,16,25 83:19 84:4,9 86:5,19 92:12 94:2,15 95:1 96:16,24 98:3,19 99:7,15,20,24 101:19,22 102:21 105:13,25 106:1,10,11 112:3,9,14,15,19 113:3, 15,21 114:11,23 115:19 116:10 117:3,23 119:16 121:3 122:9 123:10 124:2,3,10,15 125:24 126:4,11,16 127:4,7 129:21 130:7,22 133:21 134:1,9,25 144:2,6,13 160:24 161:18 162:8, 18,19 163:15,22 166:2, 6 167:3,12,24 169:3 171:8 174:21 177:20 178:4 179:18 180:7,9 181:21 186:19 188:21 189:1,14,19,22 190:2 199:2,3,13 200:1,5,8, 10,13,19 201:12 202:7 203:12,25 204:5,9,10, 15,23 205:4,6,14,16,19 216:2 222:5,25 223:4,9 225:3,8 226:4,13,17 227:10 228:22 229:1,4
<b>dollar</b> 151:11,14	<b>earlier</b> 45:15 72:18 125:5,11 142:19 151:9 183:1 184:12 187:16 237:21 239:23 240:17 241:1 243:8 250:9	<b>elaborate</b> 245:13	
<b>done?'</b> 253:8	<b>early</b> 51:13 194:11 241:8,17 242:9	<b>electric</b> 246:9	
<b>doors</b> 52:3	<b>easier</b> 16:11 156:6	<b>electronic</b> 14:3 38:17 127:20 180:1 188:20	
<b>dotted</b> 75:12	<b>East</b> 7:11 41:16,23 121:17	<b>electronically</b> 14:5	
<b>double</b> 129:15 132:2	<b>easy</b> 254:15	<b>elevator</b> 73:9,19 260:11	
<b>double-check</b> 203:18	<b>economic</b> 116:4	<b>elevators</b> 243:16	
<b>doubt</b> 231:13	<b>edit</b> 164:23	<b>eligibility</b> 244:16	
<b>Downtown</b> 133:2,8 265:14		<b>eligible</b> 200:16,18,23 201:8 225:17 244:5,8,9 247:10 250:6 270:20,22 271:1	
<b>downturn</b> 116:4		<b>eliminated</b> 32:12,18,20 214:19	
<b>draft</b> 118:16 120:3,4 121:6,7,9 122:4,5 123:19 155:9 164:16, 18,25 165:5 210:3		<b>Elizabeth</b> 7:8 21:12 57:23 61:20,22 62:10 85:12 87:12 118:2 158:20 175:6 183:14 192:17 201:4 207:24 237:7 243:7 244:3,21 245:10,11 247:2,11 250:13 251:7 255:8 256:7,21 257:3,16 262:11	
<b>drafted</b> 118:18 119:21 122:9		<b>emergency</b> 221:3,9, 16,18,20,25 222:3,4,9, 10,17,18,21,24 224:15 259:21,25	
<b>drafting</b> 121:2 140:6 168:11		<b>Empact</b> 203:24 204:5, 11,15,19,22 205:3,13, 18,24 206:10,20,23,25 207:6,9 210:3,8,11,13, 15 211:1,19 212:5 214:14 215:4,9 221:12 224:24 225:21 226:6	
<b>drafts</b> 122:8 163:20,25 164:4,9,22			
<b>due</b> 59:19 60:16 68:18 116:3 121:11 162:22 163:10 193:8 194:9 226:9			

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<p>230:14 234:16 236:25 237:5 241:11,12 245:1 249:10,17 251:23 258:9 260:23,25 261:9,14 262:6,24 263:4,10,22 264:1,5 266:4,24 268:11 269:15 270:10 273:25 274:9 275:23</p> <p><b>employees'</b> 106:18 130:3 165:14 228:14</p> <p><b>employees/positions</b> 104:17</p> <p><b>employer</b> 9:4 20:7,22 21:6 27:25 209:20</p> <p><b>employer's</b> 19:25 21:8 116:7</p> <p><b>employers</b> 9:3 209:11, 24</p> <p><b>employment</b> 17:5 121:16 178:13,25 250:4,5 269:16 270:11, 19 271:1,6,15</p> <p><b>empty</b> 248:8</p> <p><b>encompassing</b> 166:9</p> <p><b>end</b> 51:13 56:20 69:14 141:12 170:4 190:18 194:11 210:18 217:24 219:4 241:16 245:23,24 254:17,20 260:20 270:20</p> <p><b>ended</b> 100:1 198:25</p> <p><b>engaged</b> 254:14</p> <p><b>engineer</b> 71:22</p> <p><b>engineering</b> 35:14 49:2 92:14,18,24 103:5 183:9</p> <p><b>engineers</b> 71:23</p> <p><b>English</b> 15:18</p> <p><b>enhanced</b> 197:1</p> <p><b>ensure</b> 35:21 98:23 102:7 132:3 187:23</p> <p><b>ensured</b> 188:8</p> <p><b>ensuring</b> 34:19,21 35:25 72:20,21</p> <p><b>entails</b> 126:23</p>	<p><b>enter</b> 194:25</p> <p><b>entered</b> 187:8,12 194:19 195:7 196:2,16, 20</p> <p><b>entire</b> 31:11 39:14 238:24</p> <p><b>entirety</b> 208:11</p> <p><b>entities</b> 8:2 19:24 23:8 47:9 48:16 49:21 60:16 66:19 79:12,13,19,25 80:1,5 81:2 93:25 119:8,15 151:16 199:7 208:22 209:1,6 237:23 238:9 240:19</p> <p><b>entitled</b> 183:19 226:5,8 228:4,19,23 229:5 244:23 252:19</p> <p><b>entity</b> 10:22 23:6,12,14 25:17 26:3,20 27:19,25 29:13,22 42:16,18,22 47:3 53:23 79:14,21 80:2 96:1 97:23 100:4 109:1 110:3 150:8,9,11, 12,16 151:25 152:3</p> <p><b>entrance</b> 94:1</p> <p><b>envelope</b> 187:19</p> <p><b>environment</b> 34:22</p> <p><b>equipment</b> 72:22 88:25 248:17</p> <p><b>Erbiti</b> 128:3,11,24 129:10,19 132:6,22</p> <p><b>erected</b> 248:6</p> <p><b>essential</b> 43:22 83:5,6, 9 111:18 184:16</p> <p><b>essentially</b> 190:4 204:23 205:15 258:8,10 272:2</p> <p><b>establish</b> 236:11</p> <p><b>established</b> 64:24 236:19 237:10</p> <p><b>estimated</b> 243:25</p> <p><b>event</b> 272:6</p> <p><b>eventually</b> 148:21</p> <p><b>everyone's</b> 129:2 242:24 243:1</p>	<p><b>everything's</b> 248:21</p> <p><b>evidence</b> 214:7</p> <p><b>evolves</b> 157:4</p> <p><b>exact</b> 51:12 94:21 109:4 221:24,25 251:4</p> <p><b>examination</b> 7:13 269:5 273:21 275:12, 14,21 276:4,13 277:8, 21 278:18</p> <p><b>examined</b> 7:3</p> <p><b>exchange</b> 104:3 107:3 108:2,5,9 176:12 262:20,22</p> <p><b>exchanged</b> 56:5 167:19 264:4</p> <p><b>executive</b> 48:25 78:11 102:15 103:2 166:24 183:6 184:13 190:25 201:4 220:1 265:3</p> <p><b>exempt</b> 57:15 58:9 200:10,13 201:21 202:3</p> <p><b>exhibit</b> 21:10,13,17 57:22 58:1,4 59:5 61:22,24 65:6,9 85:14, 17,24 103:24 104:11 107:20,24 108:12 115:22 120:10,14,17 123:7,13 127:14 134:12 155:5 158:22 166:12 175:8 183:17,22 185:2, 7 192:19 195:17,22 207:18 210:7 211:2,4,7 212:5 213:23 215:6 233:20 235:17 236:18, 21,22 237:9 261:3,4,7,8 262:13 269:21,23,25 270:1,2,4</p> <p><b>exhibits</b> 195:9,10</p> <p><b>exist</b> 117:4</p> <p><b>expand</b> 133:5</p> <p><b>expect</b> 262:25 263:11</p> <p><b>expectation</b> 52:24 140:12,16,20,24 141:1, 2 147:21 162:4</p> <p><b>expectations</b> 148:16</p> <p><b>expected</b> 241:6</p>	<p><b>expedited</b> 116:9</p> <p><b>experience</b> 170:16</p> <p><b>expertise</b> 92:10</p> <p><b>explain</b> 83:13 96:8</p> <p><b>expressed</b> 163:1</p> <p><b>extended</b> 14:25 189:5 247:13 268:10</p> <p><b>extent</b> 11:9 12:2,14 13:17 14:6 95:5 119:23 125:12,14 126:17,20 168:14 214:6 235:8,14 267:17 268:21 275:11 276:12</p> <p><b>extremely</b> 137:2,3 230:7</p> <p><b>eye</b> 66:4 67:16,19 68:23</p> <hr/> <p style="text-align: center;"><b>F</b></p> <hr/> <p><b>faces</b> 242:24</p> <p><b>facilities</b> 147:22,23</p> <p><b>fact</b> 97:20 144:10 145:8 167:8 168:5 174:2 218:18 244:25</p> <p><b>factors</b> 244:7 268:9</p> <p><b>fair</b> 45:8 52:6 63:10 71:3 148:13 239:15 257:23 268:12</p> <p><b>falls</b> 252:5</p> <p><b>familiar</b> 123:1,5,18 131:5 178:9 203:24</p> <p><b>family</b> 276:14 278:3</p> <p><b>fault</b> 215:12</p> <p><b>February</b> 56:15,20 59:21,25 211:1,16 212:6,8,13 266:12</p> <p><b>Federal</b> 247:15</p> <p><b>feedback</b> 253:19 256:23</p> <p><b>feel</b> 246:23</p> <p><b>feeling</b> 214:9</p> <p><b>feet</b> 86:9,23</p> <p><b>fervently</b> 256:3</p>
---	---	--	---

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>fielding</b> 242:7	<b>focus</b> 28:1 60:7 233:14	<b>foundational</b> 74:2	173:3,5 174:20 178:12
<b>Fifty-seven</b> 7:11	<b>focused</b> 35:1	<b>four-and-a-half</b> 19:3	179:18 196:4,17
<b>file</b> 159:17 180:14,15 272:4 273:12	<b>focusing</b> 60:9 62:1 63:5 64:12 65:8 67:13 69:6 104:1,10 105:22 108:11,13 110:6,25 118:11 123:14 127:25 131:22 137:16,21 150:10 155:16,25 156:16 158:18,24 163:19 174:18 184:3 210:7 211:4,5 215:8,21 237:13	<b>four-page</b> 158:19	197:11,17 200:2 226:14 229:17 232:2 247:5 249:7,11,16,17,24 258:18 259:4 266:4 267:15 275:6,9
<b>filed</b> 216:7	<b>follow</b> 38:13 95:11 99:16 118:8 122:21 164:1 180:4 188:21 203:22 221:21 231:6 271:18	<b>frame</b> 116:9	<b>Furlough/paid</b> 161:7, 15
<b>files</b> 212:3	<b>follow-up</b> 269:8	<b>Frank</b> 65:4 245:12,17, 19,23 246:1 248:9 250:17,21 259:15	<b>furloughed</b> 48:8,11,14 79:15 83:21 84:5 94:16, 23 96:16 99:19,24 113:3 114:7,15,20,23 133:21 160:24 166:2 167:2,12 216:15,17 226:5,18 228:23 234:16 236:25 237:5 245:1,4,7 258:9 260:23,24 261:9, 14 262:25 263:5,11,16, 22 264:1 266:25 268:11 273:25 274:8 275:17, 23,24,25 276:8
<b>fill</b> 33:15,21	<b>food</b> 49:3 66:18,20,23 67:2 83:1,2 86:4,5 87:9, 25 103:6 113:7 114:17 115:4,7 146:7 147:21 182:4,5,7	<b>freelance</b> 18:9	<b>furloughing</b> 95:1 112:2
<b>filled</b> 32:21 33:10 136:13,17 267:23	<b>Forbes</b> 147:25 148:1	<b>freeze</b> 251:9	<b>furloughs</b> 95:4 96:7,9 169:3,10,11,13,14,16 177:12 179:5,7,9
<b>final</b> 102:12,21 114:3,6 153:19,24 154:6	<b>foreseeable</b> 64:4 83:19 84:3,7 121:21	<b>friends</b> 32:4	<b>furniture</b> 146:11
<b>finally</b> 71:5	<b>forever</b> 177:21	<b>front</b> 155:22 160:3	<b>future</b> 121:21 230:15
<b>finance</b> 37:3,6 49:1 66:12 76:7 77:6,7 103:4 108:16 109:2,10,11,21, 23,25 110:3	<b>forfeiting</b> 250:1	<b>frustrated</b> 156:19 157:8	<b>FYI</b> 128:8,10 131:24
<b>financial</b> 67:4,8 76:13, 19 77:3 83:16 201:17	<b>forget</b> 201:5,17	<b>frustrating</b> 255:17	
<b>find</b> 271:5	<b>forgot</b> 163:12 201:23	<b>FS</b> 49:15 60:12,13,25 61:4,11	<b>G</b>
<b>fine</b> 50:2 156:12	<b>forgotten</b> 131:16 190:11	<b>FSH</b> 49:16	
<b>finish</b> 8:19 16:9 23:24 143:13 153:6 175:16	<b>form</b> 40:6 122:2 135:25 181:2,5 226:25	<b>FSHNY</b> 49:19,24	
<b>finished</b> 260:12	<b>formal</b> 214:20,21 217:9 218:1,4 274:15	<b>FSHR</b> 49:14	
<b>fire</b> 73:15 246:11 248:13 260:14	<b>format</b> 155:14	<b>FSNY</b> 49:25 50:1,3,23 51:8 189:1	
<b>fiscal</b> 76:1 77:1	<b>formats</b> 228:12	<b>FSR</b> 7:23 26:22 49:6, 19,20 74:12 77:17	
<b>five-minute</b> 146:19 202:21 264:9	<b>forms</b> 38:25 180:24 181:1,9,23	<b>fulfilling</b> 256:11	
<b>five-star</b> 147:16,17	<b>forward</b> 156:3 176:19 183:20 185:1,21	<b>full</b> 7:7 148:22 235:9 258:25 259:1	
<b>five-year</b> 246:14	<b>found</b> 70:6	<b>full-on</b> 88:14 164:9	
<b>fixed</b> 245:16 260:10	<b>foundation</b> 225:25 234:4 235:11	<b>full-schedule</b> 96:13	
<b>flag</b> 27:21,22,23 41:7		<b>full-time</b> 37:22 38:1 45:19,22 138:24 139:1 276:21	
<b>floor</b> 86:14 88:3 91:16, 17 92:6		<b>fully</b> 162:5	
<b>floors</b> 91:20 92:2		<b>fund</b> 251:19	
<b>flow</b> 35:18		<b>furlough</b> 46:20,24 47:10 48:11 64:4,11 80:14 81:10,16,25 84:9 96:24 97:1,19 112:16, 20 113:14,20 117:8 130:7 131:10 138:2 144:14 161:12,14,19 162:9,12,20 163:9,10, 16 165:15 166:7 170:19 171:21 172:19,21	
<b>FLSA</b> 197:25 199:3 200:14 201:3,14,16			
<b>fluctuates</b> 52:22			
<b>flush</b> 72:9			
<b>FMLA</b> 276:16			



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

221:5,6 223:18 231:20 253:19 265:11,23 266:5,15,20 267:22 268:1 273:9,10	199:7 229:7 236:8 272:13	240:9 242:21 243:1 255:15 256:9,16	35:6,10 36:5,8,13,23 37:1,7,14,22 39:10,12, 16,19,25 40:10,16,21 41:1,2,4,9,10,11,15,18, 23,24 42:7,9,11 43:9, 10,23 44:7 45:9 46:20 47:11,14,17 48:18 49:7, 14,23 50:3,5,12,17,22 52:20 53:6 54:19,24 55:8,25 58:22 60:3 62:7 63:12,19 64:4,14,17,20 65:13 66:23 67:8 69:7, 12,15,20,25 70:19 72:10,13 73:1,2,4,5 74:14,16,17,22,23 75:2, 3,7,8 77:14,18 78:5,20 79:3,6,18 80:6,11 82:20 84:18 85:5 89:11 90:17, 20 91:1 93:3,8 94:8 100:21 103:3 105:17 109:25 112:2 117:10,12 118:24 119:4 121:11, 16,20 124:4 130:12 133:4 140:13 141:5,20, 23 142:12,13,16,17,23 143:10,14,16,20 144:2 145:3 147:1,10,13,16, 17,20 148:4,5,15 149:22 150:4,6,21 151:1,20 153:1 157:1, 17 158:13,15 159:3,6, 23 160:1,6,10 161:19 162:5,19 174:2 177:11 183:5,6,9 184:19 191:3, 4,6,7,11 192:1,10 194:14 198:19 199:6,8, 10,20,22 208:2,6,7,14, 18,24 209:9,25 214:21 215:5 217:1,2 218:6 224:6 227:20,23 232:14 240:25 241:3,5,16 243:8 247:17,20 255:21 256:1 258:14,15,21 259:10 260:3,6 262:2,7, 25 263:1,6,12,21 264:7 265:24 266:13 267:21 268:3 271:20 275:2
<b>generating</b> 67:23,25 82:5,7,10,14,20 97:25 115:10	<b>guests</b> 41:22 42:3,6 43:11,24 44:8 47:14,17 53:6 54:19,25 55:9 56:1 58:23 71:7,14,15 101:11 111:3,10,15 140:13 177:20 240:25 256:13	<b>heard</b> 42:10,13 <b>hearing</b> 56:21 <b>HEATH</b> 129:13 136:20 137:4 140:2 <b>held</b> 18:5 25:19 75:17 127:10 137:14 186:13 207:14 213:13 258:5 <b>hell's</b> 201:18 <b>helping</b> 156:23 <b>Hey</b> 227:19 228:17 <b>hierarchy</b> 77:8 222:13 <b>high</b> 88:17 <b>higher</b> 149:3 <b>highest</b> 115:5 <b>hire</b> 94:10 267:25 <b>hired</b> 16:7 17:3 24:11, 12,16,20 94:11 206:24 <b>hires</b> 181:12,13,18 <b>HM</b> 193:12 <b>Hold</b> 156:9 193:18 202:1 <b>holding</b> 140:22 <b>holes</b> 260:9 <b>Holmes</b> 7:21 137:22 138:1,6,9 139:10,15,25 140:7,12,17 201:6,15 205:23 211:19 222:19 <b>Holmes's</b> 137:17 <b>home</b> 60:8 255:15 <b>honestly</b> 52:8 53:20 <b>hospitality</b> 164:13 182:11 <b>hotel</b> 7:24,25 19:6,7,21, 25 20:8,10,15,16,23 21:8,23 23:2,3 24:16, 21,24 25:5 26:5,6,15, 22,25 27:1,4,13,14 28:2,7,11,17 29:1,4,11, 17,18 30:1,13,19 31:2, 12 32:6,12,14,18,23,25 33:6,22,25 34:11,23	<b>hotel's</b> 101:12 156:25 157:16 230:15 <b>hoteliers</b> 142:4 <b>hotels</b> 8:1 9:6,7,10 10:11 18:23 19:12,16, 21 20:3,12,19,25 22:16, 19,24 23:10,15,17,25
<b>gentleman</b> 16:22 <b>gist</b> 243:3 <b>give</b> 85:17 96:11 126:15 175:16 182:5 195:14 240:10 <b>giving</b> 175:14 <b>GM</b> 193:11,12 <b>goal</b> 255:25 <b>good</b> 7:15,16 88:19 89:7 142:1 167:4 209:19 240:12 257:18 <b>goodbye</b> 87:19 <b>goods</b> 89:10 <b>government</b> 119:8,15 <b>governmental</b> 121:24 <b>Governor</b> 83:25 113:9 156:24 157:15 185:14 <b>Governor's</b> 57:15,18 58:8 115:4 153:18 159:25 160:9 161:24 163:10 186:6 <b>grab-and-go</b> 66:18 <b>gradually</b> 146:10 <b>Graham</b> 123:9 124:24 126:3 <b>grain</b> 154:21 <b>granted</b> 212:19 <b>gray</b> 132:14,19 <b>great</b> 87:20 133:5 <b>Greece</b> 15:8,9,12 <b>Green</b> 17:4,6,11 <b>group</b> 16:20,21,24 59:11 100:17 188:5 189:17,21 199:24 <b>guess</b> 16:23 41:14 45:7 81:21 182:18,19 189:9	<b>guidance</b> 96:3 120:1 <b>Guide</b> 183:20 185:23 <b>guidelines</b> 62:16 67:21 184:18,21,24 185:3 <b>guys</b> 246:15 <b>gym</b> 147:23  <b>H</b> <b>hall</b> 223:21 230:21 253:13 257:24 270:16 <b>handbook</b> 210:10,12 215:4 <b>happen</b> 114:11 239:14 272:18 <b>happened</b> 138:13 <b>happening</b> 59:16 86:3 95:21 100:1 144:24 163:7 <b>happy</b> 254:24 255:3 256:7 <b>hard</b> 154:14 254:4 <b>Hazard</b> 120:11 <b>Hazel</b> 120:11 237:25 240:21 <b>head</b> 8:12 38:6 45:16 79:17 90:15 104:9 106:7,8 129:15 132:3 148:3 163:17 166:14,17 187:2 197:23 200:20 260:13 <b>heading</b> 159:23 161:14 <b>heads</b> 183:10 <b>health</b> 63:21 64:23 67:7 163:5 167:12 184:19 <b>hear</b> 56:11 175:17		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

24:8 25:24 26:18 28:6 42:14,16,20 43:1,4,15 44:3,18 47:25 49:20 52:2 53:5,22 54:18,24 57:5,10,15 58:8 60:24 66:19 74:12 75:1 108:18,23 109:3,11 110:4 153:7 162:18 184:16 208:7 209:3,7 210:1 264:16,24 265:5	<b>identification</b> 21:14 58:1 59:5 61:25 65:7 85:14 103:24 107:24 115:22 120:14 123:13 127:14 155:5 158:23 166:13 175:8 183:22 192:19 215:6 237:9 262:14	<b>independently</b> 171:6, 9,17,20 253:2	<b>instructed</b> 97:20,23
<b>hotheaded</b> 234:21	<b>identified</b> 115:5	<b>indicating</b> 86:25 103:21 163:13 249:21 261:5	<b>instruction</b> 40:18
<b>hourly</b> 66:1 197:24 201:11,15 202:6,7 262:24 263:10	<b>ignoring</b> 246:23	<b>indirectly</b> 47:15	<b>intended</b> 170:11
<b>hours</b> 12:10,25 139:25	<b>ill</b> 56:17	<b>individual</b> 10:12,13,22 45:3 135:8,14 238:24 253:6 256:8,21,24 267:5,9,14 271:2 273:5	<b>intending</b> 73:18
<b>house</b> 158:1,10	<b>imagine</b> 74:24 80:18, 19 95:9 140:9 161:11 202:12	<b>individual's</b> 129:1	<b>intent</b> 127:7
<b>housing</b> 160:2	<b>imminent</b> 256:15	<b>individually</b> 12:5 231:18 256:25 257:10	<b>intention</b> 63:4 64:9 71:3 173:14 174:25 175:2 176:24 189:7,11 191:3,10 249:17
<b>HR</b> 10:7 31:9	<b>impact</b> 67:8 76:20 121:14	<b>individuals</b> 83:11 112:24 231:23 252:11 268:13,19	<b>interest</b> 76:17
<b>HRIS</b> 79:11 136:21 137:4 179:24	<b>important</b> 63:17 76:24 144:1,5 256:9	<b>industry</b> 20:15 88:18 98:6,12 101:19,24 102:3,19 164:13 221:2, 8	<b>interesting</b> 130:19
<b>huge</b> 131:19	<b>impossible</b> 95:24	<b>infectious</b> 121:14	<b>International</b> 7:24 26:22 49:6,20 64:24 74:12 77:18 217:2
<b>Human</b> 9:11,13 16:3,5, 7,19 17:17 18:17,19 19:1 31:1 221:6,7 272:5,24 273:14	<b>improper</b> 277:23	<b>info</b> 60:12	<b>interrogatories</b> 40:13
<b>hundred</b> 11:22	<b>improvement</b> 260:5	<b>info@news.hanyc. org</b> 57:24	<b>interrupt</b> 15:16
<b>HVAC</b> 73:12,13,14 246:11	<b>improvements</b> 259:14,20,22,25	<b>inform</b> 116:3	<b>interruptions</b> 60:12
<b>Hwang</b> 53:9 54:7,14 56:5 107:3,15 108:6,15, 22 109:24 110:9 112:7 192:16 261:20 262:1, 11,20 263:25	<b>in-house</b> 66:25	<b>informally</b> 216:5 217:10	<b>Interstate</b> 9:6,8 10:11
<b>Hwang's</b> 107:5 109:7, 16 110:13	<b>in-room</b> 146:8 147:2,12	<b>information</b> 38:11 60:25 95:6 126:22,25 128:12 132:15 140:10 144:15 145:10 154:21 198:2 200:16 241:13, 19,21 243:23 251:18 256:4,6,19	<b>interview</b> 24:17 25:7
<b>hygiene</b> 60:7	<b>inaccurate</b> 22:9	<b>infra</b> 241:4 243:9,11 245:14 248:7 255:22	<b>interviewed</b> 25:10,15
<hr/> <b>I</b> <hr/>	<b>Inbox</b> 156:18	<b>initially</b> 47:16	<b>investigate</b> 57:8 225:6 226:2 267:12 272:13
<b>i.e.</b> 199:23	<b>include</b> 183:7	<b>initiated</b> 25:11,13	<b>investigated</b> 57:5,10 225:7
<b>icon</b> 242:2	<b>included</b> 103:3 119:15 219:11	<b>input</b> 110:10	<b>investigation</b> 223:8 224:16,17,24 225:13,23 228:8,10,11 273:1 274:4,5,10
<b>idea</b> 58:19 75:9 86:17 92:16 148:21 152:5 167:4 249:3	<b>includes</b> 34:5	<b>inquiries</b> 34:23 93:21 145:3	<b>investigations</b> 223:2 225:6 273:24
<b>identical</b> 135:1,13,21	<b>including</b> 34:17 35:2 76:1 82:8	<b>inquiring</b> 60:15	<b>involved</b> 81:3 133:17 149:19,21 151:16 268:9 272:10,19
	<b>income</b> 98:23	<b>installed</b> 73:12	<b>involvement</b> 151:19, 23
	<b>incomplete</b> 239:6 260:11		<b>involves</b> 73:22,23 271:23
	<b>increase</b> 68:8		<b>isolation</b> 63:25
	<b>increased</b> 68:16,21		<b>issue</b> 100:11,16 193:13 250:8 272:24
	<b>incredibly</b> 238:19 255:17		<b>issued</b> 83:25 186:6
	<b>independent</b> 172:24		<b>issues</b> 163:7 176:18 177:1 246:10 255:23

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>issuing</b> 116:9	<b>kidding</b> 92:1	213:4 216:8	128:19,21,25 129:1,7,11 130:23 135:11,14,18 137:17 138:18 158:19 159:2,14,22 160:18,22,25 161:2 163:19,21 164:25 165:5 187:9,24 188:9
<b>Italy</b> 56:25	<b>kind</b> 56:19 98:23 224:3,16 226:13 242:15 249:15 253:25	<b>lay</b> 82:9 100:10,11	
<b>items</b> 243:15		<b>lay-off</b> 105:25 215:18	
<b>Ivey</b> 7:21 201:20 206:2 211:19 217:6 222:11,15	<b>knew</b> 60:5 85:7 94:21 100:18 109:4 113:10 115:1 125:8 131:15 140:21 177:20 208:13	<b>layoff</b> 96:13 100:2 106:19,20 116:10 117:5 127:9 129:1,2,13 131:19 135:7 136:3,17,24 137:22 138:19 174:19 178:14,22 187:13 189:18,21 195:2 215:11 224:20 268:10	
<b>Ivey's</b> 216:11		<b>layoffs</b> 169:6,25 178:3,4,19 179:13,14 189:5,19 194:17	
<hr/> <b>J</b> <hr/>	<b>knowing</b> 22:12 102:6	<b>leader</b> 273:11	<b>letterhead</b> 27:8,11 28:20,22 30:1 50:14
<b>jackhammers</b> 90:4	<b>knowledge</b> 43:17 55:5 92:14 105:11 118:6 133:6 180:19 201:17 203:10 204:17 221:2 224:19 269:10	<b>leaders</b> 78:11 183:5,6 184:13 219:10 241:22	<b>letterheads</b> 30:4
<b>January</b> 31:20 56:14,20 196:11 219:2,4 266:12	<b>Kopel</b> 25:21 26:4,6	<b>leadership</b> 103:2 183:12 218:6 220:2,6 222:8	<b>letters</b> 29:25 83:10 100:12,16 119:8,15,21 120:3,4 129:23 134:8,24 135:6,12,21 136:4,8,14,18 179:19,21 180:3,6,11,19 187:14,20 188:4,13,18,22,24 189:6,7 190:4 194:22 268:17,19
<b>job</b> 15:7 112:23 115:19 123:10 143:6,17 249:23 266:14 276:21,25 277:10,12	<b>Koppel</b> 25:15 240:8	<b>leaderships</b> 190:25	<b>level</b> 35:12 74:19 75:24 78:7,8 79:15 149:2,3 151:18 219:25 224:15
<b>jobs</b> 174:3 277:1	<hr/> <b>L</b> <hr/>	<b>leakage</b> 90:10	<b>levels</b> 121:13 151:10
<b>jog</b> 190:12	<b>L-U-O-N-G-O</b> 16:23	<b>learning</b> 251:3	<b>lieu</b> 97:5 102:5 182:7
<b>John</b> 85:12 87:11,13,14	<b>label</b> 174:18 192:23 193:4	<b>leave</b> 217:24 250:3 270:19,25 275:6,9,16,23 276:1,10,14,15,16,17,18 277:16,18,19 278:3,5,9	<b>life</b> 154:17
<b>Johnson</b> 85:12 87:11,14	<b>labeled</b> 169:10,14	<b>led</b> 142:22	<b>likelihood</b> 59:18 60:3
<b>joint</b> 209:11,20,24	<b>labor</b> 34:6 76:1,3,14,19 82:8 123:18 124:4,6 126:9 133:16 244:20 247:16 268:7	<b>left</b> 90:24 91:23 133:3 217:1 249:25	<b>limitations</b> 249:10
<b>July</b> 138:5,23 139:21 140:1 141:4,15 181:13,15	<b>lack</b> 234:4 235:10,11	<b>left-hand</b> 185:10 215:24	<b>limited</b> 34:17,19,21,22 36:7 66:7,15,17 148:19 256:18
<b>juncture</b> 33:16 76:11 224:20 226:8 235:22 239:19 241:15 242:17 244:13,24 245:6 253:11 255:1	<b>laid</b> 98:25 117:3 121:18 124:2,10,15 140:12,17 163:15	<b>legal</b> 176:17 177:1 209:21 213:6,19 229:18 232:14 247:24,25 248:2,3 249:7,13	<b>lines</b> 86:16,17,18 160:3 241:24
<b>June</b> 69:14 105:5,12,15 141:22 142:11 191:2,8,25 216:12,15,17 219:23 223:20 229:10,12 231:4,9 232:21 234:11 236:6,14,23 237:4 257:24 258:8,11 259:9,22 270:15 274:20	<b>language</b> 121:23 122:6 135:3 136:1 178:20,23 206:14 226:9 229:8	<b>legal?'</b> 249:6	<b>link</b> 185:16
<hr/> <b>K</b> <hr/>	<b>lapses</b> 184:20	<b>Legionnaire's</b> 35:18	<b>Linkedin</b> 20:24 21:20,21 22:5,7,9 32:4
<b>Kaminskas</b> 65:4,24 66:11 128:3,12,22	<b>larger</b> 100:16,17 189:17	<b>length</b> 48:2 238:1 240:22 249:13,15	<b>Linkenin</b> 21:12
<b>keen</b> 240:24	<b>lasted</b> 44:15 48:7	<b>letter</b> 28:23 30:2 50:13,15,16 61:19 62:2,6,9,15,19 116:1 117:1 119:3 120:11 121:10 122:3 123:8 125:5	<b>Lisa</b> 187:17
<b>key</b> 183:5	<b>lasts</b> 179:13		<b>list</b> 104:17 115:18 123:10 142:7 180:16 198:3 246:16 259:14,20
	<b>laughed</b> 56:19		<b>listed</b> 59:10 83:4 130:22 190:2
	<b>launder</b> 182:10		<b>listen</b> 233:1 239:11
	<b>laundry</b> 182:9		<b>listened</b> 233:3 270:14
	<b>law</b> 233:12		<b>listening</b> 275:3
	<b>lawsuit</b> 10:21 13:16		



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>listing</b> 266:14	255:23	21,25 101:9,14,17,21	236:3,7,11,16 237:2
<b>lists</b> 66:9	<b>looked</b> 134:22 170:5	102:14 104:23 105:8,14	238:6,12,17,19 239:9,
<b>litigation</b> 116:22	<b>looking...for</b> 60:10	106:6 107:1,13,17	15 258:1,12,22 259:8,
<b>live</b> 15:9	<b>lose</b> 71:4	108:4,7,24 109:8,13,18	11 260:2,8,19 261:1,15,
<b>living</b> 56:16 218:16	<b>lost</b> 72:22	112:4,11,17,22 113:4,	23 263:2 264:2,11,20
<b>LLC</b> 7:25 8:1 19:6,8,21	<b>lot</b> 48:5 73:8 74:1 100:3,	17,23 114:16,25 116:24	265:7,10,25 266:9
23:3,4 24:16,21,24 25:5	5 110:21 131:20 149:21	117:14 118:2 119:9,17,	267:1,10,17 268:5,14,
26:5,7,15,25 29:12,18	154:15,16,20 159:17	23 120:5 121:4 122:1,	21,25 269:4,6,25 270:2
30:13,19 31:2,12 32:14,	173:25 246:20 254:21	11,21,25 123:4,20	274:1,12,22 275:11,18,
18 34:1,11 41:18,25	255:2 257:8	125:6,12,25 126:5,13,	20 276:3,7,12,24 277:3,
42:7,11 43:1,5 45:10	<b>lots</b> 241:20	17 127:5 128:5 130:4,9,	7,13,20 278:11,14,16
46:20 47:11 48:18	<b>loud</b> 160:11 196:25	18 131:3,7,13 132:11,	<b>Luongo</b> 16:23
50:12,17 63:12 74:16,	<b>Louis</b> 56:16	21 134:3,19 135:2,15,	<b>luxury</b> 23:4,9,15,16
22 75:1 77:15 78:5,21	<b>love</b> 254:2,10	23 136:9 137:10 138:3,	97:11 147:20,23,24
79:3,7 105:18 109:25	<b>lower</b> 149:2	20 139:12,22 140:8,14,	266:2
117:11 150:6,22 151:20	<b>lunch</b> 103:9	18 141:6 142:18,25	
158:15 199:6,8,11,22	<b>Lundy</b> 9:2,5,17,20	143:7,18,23 144:4,21,	<b>M</b>
208:3,7,8,14,18,24	10:8,15,19,23 11:1,5,9,	25 145:17,23 146:3,16	
209:4,8,9,25 217:1	17 12:2,12,14 13:3,13,	147:14,18 148:7 149:7,	<b>M-E-H-D-I-E-F</b> 212:11
271:21	17 14:6,20 15:13 17:21	11,16,23 150:23 151:8,	<b>made</b> 33:14,20 47:3,10,
<b>local</b> 57:19 58:12 124:5	19:9,13,17,22 20:5,13,	24 152:17 153:2,8,14,	15 51:14 54:23 74:4,10,
148:10 237:25 240:21	20 21:1,7 22:1,10,25	21 154:1 155:21 156:2,	18 80:25 81:25 83:1,12
<b>located</b> 41:16,23 90:6	23:11,19 24:6,10 25:22	7,11,13 157:9 158:3,11	86:11,13 88:22 89:7,15
121:17	26:2,8,12,19,23 27:7,15	159:16 160:8,12,20	95:15 97:19 100:15
<b>locker</b> 142:6 191:18	28:24 29:5,14,19,23	161:3,21 162:10,21	102:18,25 111:14
<b>lockers</b> 94:3	30:14 31:4 32:19 33:2,	164:1 165:1,7 166:3,19	113:16,18,20 141:19,23
<b>logical</b> 97:24	8,18,24 35:11 36:6,11,	167:15,20 168:1,9,14,	142:11,15 149:5,21
<b>logically</b> 82:6	24 37:2 38:2,5,12,21	20 169:5,7,12,18,22	153:11,19 154:6 159:4
<b>logo</b> 29:9,10,12,17	39:3,8,11,21 40:1,17	170:2,14,20 171:4,24	192:7 195:18 202:11
<b>long</b> 12:6 15:9 16:25	41:6,13,19 42:2,4,17,21	172:22 173:6,16,20	203:14 226:13,16
18:2,11,18 19:2,7 33:11	43:7,12,25 44:5,9,19,22	174:4,14,23 175:11,15	264:22
44:14 46:8,13 48:7	45:11,20 46:1,14,21	176:5,7 177:3,13 178:6,	<b>mail</b> 116:2 136:16
70:12 145:25 152:6	47:8,12 48:1 50:11,24	15 179:1,10,16 180:4,	137:8 187:18
165:19 170:12,15,16,	51:5,19,24 53:7,14	20,25 181:6,10,24	<b>mailed</b> 186:20 188:4
18,21,23,24 171:2,22	54:5,9,15,20 55:1,13	182:15,17,19 184:8	<b>mailing</b> 188:6
174:13,16 189:12	56:9,12,23 57:2,7,12,16	186:3,11 187:5,10,15	<b>main</b> 236:24 237:7
198:17 227:23 229:18	58:10,17 60:18 61:2,7,	188:14,16 189:2,16,23	<b>maintain</b> 71:3 72:16
232:2 243:14 249:10	13 62:4 64:6 65:21	190:10,23 191:5,13	112:25 164:21
256:2 267:25	67:11,20 68:3,9,25	192:2,11,25 193:6,14,	<b>maintained</b> 141:1
<b>long-term</b> 278:4	69:10,22 70:1,10,17	21,25 194:15,20 195:3,	277:9
<b>longer</b> 12:25 31:15	71:11,21 72:5,17 73:3,6	10,13,18 196:9,23	<b>maintenance</b> 182:1
34:14 67:25 70:14	74:7 76:25 77:11,24	197:7,19 199:15	241:4
141:4 143:11,15,21	78:24 79:4,8,22 80:17	202:18,23 203:22	<b>major</b> 73:9 116:4
144:2,12 169:17,25	81:7,18 82:1,21 83:22	204:12 205:1,5,21	<b>make</b> 13:23 20:17
182:4 250:4 267:15	84:6,10,19,25 85:21	206:11 208:19,25	33:21 35:8 53:6 66:9
<b>longest</b> 239:25	87:5,22 88:8,12 89:3,	209:5,14,18,21 210:5	69:25 82:18 83:13,14
<b>longstanding</b> 247:6	13,25 90:14,21,25 91:2,	212:20 213:2,6,9,23	87:7 97:22 100:24
	7,25 92:8 93:9,13,17	214:2,6,11 218:3,13,24	127:17 129:16,20
	94:17 95:5,12 96:2,18	219:14,20,24 220:14,	136:24 149:14 151:17
	98:5,10,21 99:8,12,16,	21,23 221:15,21 223:6,	
		13 224:1,9 225:1,10,16,	
		24 226:7 227:12 228:1,	
		9,25 229:6,15,19	
		230:11,24 231:6,12,19	
		232:6,15,23 233:11,19	
		234:1,4 235:1,3,8	

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

153:24 168:21 177:18 188:3,22 189:9,10 244:15	110:16 111:14 112:1 113:2,13 114:24 116:2 117:8 120:25 121:19 124:11,14,23 125:2,11 138:12 139:17,20,25 140:11 154:22 159:3 164:5 177:6,23 179:3 180:11 189:14,22 218:23	<b>means</b> 66:16 143:19 151:7,25 233:25	<b>met</b> 24:4 51:2 53:11 54:4
<b>makes</b> 45:7 147:23 150:3,25 211:23		<b>meant</b> 39:17,24 61:8,9 70:2 104:25 105:3,4 132:12,17 173:23 177:4,22 238:11	<b>Michal</b> 175:5 176:3
<b>making</b> 15:15 35:13, 14,16,18,22,23 40:22 76:17,18 80:14 83:17 90:10 137:7 149:9 172:16	<b>mark</b> 235:16 237:16 257:18	<b>mechanical</b> 74:1	<b>mid-year</b> 85:10
<b>manage</b> 152:19,21 251:15	<b>marked</b> 21:13,16 57:25 58:4 59:1,4,7,24 61:16, 17,21,24 63:6 65:6,9 85:13,17,23 103:23 104:11 107:20,23 108:1,12 115:21,24 118:12 120:13,17 123:12,15 127:13 131:23 134:11,14 135:11 136:5,18 155:4, 7,10 158:22,25 163:20 166:12,16 175:7 183:16,21,24 185:7 192:13,18,21 195:17,22 207:18 215:5 233:24 237:8 261:4,7 262:13, 16	<b>media</b> 52:8 154:20,23 157:12	<b>middle</b> 74:8 138:4,22 142:20 190:18
<b>management</b> 34:7 36:2 48:22 52:25 76:18 150:18 153:13 199:22		<b>Medhief</b> 212:10	<b>midtown</b> 256:2
<b>manager</b> 24:11,12 25:12,14 30:17,18 31:15 32:22 33:7,9,22 49:1 75:11 81:9,11 93:8,11,12,15 103:3 129:16 132:3 152:23 183:8,9 192:8 201:21 212:9 219:2,7,9,13,19, 23 220:4,9,13,17,20 221:5,6 265:23 266:5, 15,20 267:22 268:1 273:9,10		<b>mediation</b> 205:9 214:20 215:17 273:12	<b>million</b> 148:24 228:15
<b>managers</b> 48:24 152:7, 9 167:3 191:10 201:7,8, 9 202:3	<b>Marketing</b> 49:2 103:5 164:7 183:9	<b>medical</b> 47:18,22 51:8, 14,17,22 52:10 64:13, 16,21 65:12 66:2,22 67:9 68:6,12,20 69:7, 12,16,18,19,20,25 70:3, 6,13 100:23 101:3,6 117:18 141:14 153:10, 20,24 154:7,11,24 156:18 157:2,18 158:2, 10 160:2,6 165:15 276:14,17	<b>mind</b> 39:13 134:3
<b>managing</b> 152:24,25 153:6 228:14	<b>marking</b> 21:9 57:22 156:8 175:20,22 215:1 233:19	<b>Medicare</b> 252:19	<b>mindful</b> 96:2 277:22
<b>mandate</b> 43:13,21 44:11,14,17 47:24 48:7 68:19 83:14,25 111:17 115:4 162:2 163:11 198:24	<b>marquee</b> 27:8 28:15	<b>meeting</b> 223:21,23 229:12,14 230:21 231:4,9 232:22 234:10, 13 236:5,15,23 237:5, 14 257:24 258:8 270:16 274:21	<b>mine</b> 185:18 194:1
<b>mandated</b> 44:1 81:22 97:21 113:9	<b>Marriott</b> 27:23 28:6	<b>members</b> 117:8 150:15 195:1,2 196:3,7,17,21 197:5,10,18,20,22 198:3,11,18 199:19	<b>Mine's</b> 155:21
<b>mandates</b> 47:5 163:5 202:10	<b>mass</b> 125:7 127:9 131:18 189:18	<b>memo</b> 63:8,11,18,21 64:2 260:24 261:8,13	<b>minute</b> 175:16 195:14 202:19 237:13
<b>mandatory</b> 83:23 116:7	<b>Master's</b> 14:11,15,24	<b>memory</b> 190:12	<b>minutes</b> 186:15 213:11 258:3
<b>marble</b> 88:24 89:20,23 90:9,23	<b>mathematically</b> 45:7	<b>mention</b> 228:15 246:18	<b>mischaracterization</b> 274:13
<b>March</b> 43:14,16 44:8 51:13 53:2 54:22 55:9, 14,16 82:22,23 83:18, 25 84:2,17 96:25 97:18	<b>matter</b> 71:13 145:9 147:6 216:4	<b>mentioned</b> 34:16 36:10 37:24 49:6 77:2,4 78:10,16 96:6 99:18 146:23 147:1 164:15 183:1,7 184:12 200:22	<b>mischaracterizes</b> 214:7
	<b>Maya</b> 7:17,18	<b>merge</b> 136:16 137:8 187:18	<b>misconstrued</b> 176:20, 23
	<b>Mayor's</b> 122:14,19	<b>message</b> 54:8,11,13	<b>missed</b> 188:9 250:19
	<b>meal</b> 67:2 181:25 182:5	<b>messenger</b> 230:2	<b>missing</b> 34:7 155:22 235:18 252:24
	<b>meals</b> 67:1		<b>model</b> 190:14,19,22 192:5,23 193:4
	<b>meaning</b> 86:16 115:8 146:7 169:20 177:19 249:25 258:13 276:9		<b>modernization</b> 73:10, 15,19 260:11
			<b>moment</b> 99:9 123:2,6 131:21 145:14
			<b>money</b> 200:11,16,18 202:1
			<b>monies</b> 195:1 199:13 200:1,23
			<b>month</b> 30:23 114:4,5 116:11 141:9 162:6,13 190:18,19 248:20
			<b>months</b> 13:5 139:17 154:8,13 165:21,22 167:7,13 178:13,21,24 181:22 217:25 248:8,17 267:16 268:11

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>months'</b> 141:9	227:20 237:20 239:25	<b>notice</b> 95:15,23 96:11,	24:6,10,18,19 25:22
<b>moonlighting</b> 276:20,	240:16 242:25 254:6	14,16 97:3,6,11 98:13	26:1,2,8,12,19,23 27:7,
23 277:1,5,11	256:12	99:4,19,23 100:2 102:3,	15 28:24 29:5,14,19,23
<b>morning</b> 7:15,16 145:4	<b>newsletter</b> 144:8	5,8 116:9 117:7,10	30:14 31:4 32:19,24
170:24 266:17	266:11	118:3 122:13,19,23	33:2,8,18,24 35:11
<b>Motel</b> 117:12 118:25	<b>newspaper</b> 154:10	124:22 126:7,11 143:4	36:6,11,24 37:2 38:2,5,
119:4 124:4	<b>nice</b> 87:20 242:24	189:13 218:1,4 238:14,	21 39:3,8,11 40:6,7,12,
<b>motion</b> 208:9 212:16,	<b>Nicole</b> 175:5 176:3,12,	18 266:24 267:4,9,13	13,22 41:6,12,13,19,20
18	17	268:13	42:1,2,4,17,21 43:7,12,
<b>mouthful</b> 32:15	<b>Nineteen</b> 183:13	<b>notices</b> 110:24 112:8,	25 44:5,9,19 45:11,20
<b>move</b> 15:19 86:17	<b>no-fault</b> 215:10,18	14,20 117:21,25 118:7	46:1,14,21 47:8,12 48:1
148:22 156:2 248:4	223:11,15,24 224:8,23	121:3,24 122:9 125:24	50:11,24 51:5,19,24
<b>moved</b> 15:8 86:16	225:9,21 226:5,16,19,	126:1,16 127:3 129:20,	53:7,14 54:5,9,15,20
89:16 171:13 263:22	21 227:15,18,24 273:15	25 130:7,21 131:16	55:1,13 56:9,12,23
<b>movement</b> 35:16	274:9,16	133:20 134:1 168:12	57:2,7,12,16 58:10,17
<b>movements</b> 8:13	<b>no-fault,'</b> 215:13	186:19,20 266:23	60:18 61:2,7,13 62:4
<b>moving</b> 88:23,25 112:5	<b>nodding</b> 8:11	<b>notification</b> 121:10	64:6 65:21 67:11,20
<b>multiple</b> 11:15,18 29:6,	<b>non-privileged</b> 126:24	127:23 193:19	68:3,9,25 69:10,22
7 48:24 83:10 110:18	<b>non-union</b> 263:10	<b>notified</b> 232:25 237:23	70:1,10,17 71:11,21
133:18 146:12 163:6,20	<b>nonessential</b> 44:12	238:10 240:19	72:5,17 73:3,6 74:7
164:4,22 176:7 241:20	83:4,5,9 100:17 113:6,	<b>notify</b> 127:7 193:8	76:25 77:11,24 78:24
259:12 268:9 274:19	25 114:9,18 162:1	194:10,13,16	79:4,8,22 80:17 81:7,18
275:1	<b>nonexempt</b> 197:25	<b>notifying</b> 237:22 238:9	82:1,21 83:22 84:6,10,
<b>muted</b> 242:20 243:20	199:3 200:13 201:3	240:18	19,25 85:21 87:5,22
	202:9	<b>November</b> 260:22	88:8,12 89:3,13,25
<hr/> <b>N</b> <hr/>	<b>nonunion</b> 98:19,25	<b>number</b> 7:20 70:15	90:14,21,25 91:2,25
<b>named</b> 8:3 122:24	99:7,15 102:20 106:11	124:16,19,21 208:1	92:8 93:9,13,17 94:17,
201:22	112:9,14,19,21 113:15	210:20,21,24 257:12	24 95:5,12 96:18 98:5,
<b>names</b> 118:13 128:20	117:22 119:16 125:24	262:5,23 263:3,14,15,	10,21 99:8,12,21,25
135:17,24 136:13	126:16 127:3,8 129:21,	17,21	101:9,14,21 102:14
152:10	25 130:7,22 133:21	<b>nurses</b> 157:2,17 160:2	104:23 105:8,14 106:6
<b>national</b> 124:5	134:1,25 163:15 180:7	<b>NY</b> 183:20	107:1,13,17 108:4,7,24
<b>natural</b> 82:13	186:19 188:25 189:18,	<b>NYE</b> 183:15	109:8,13,18 112:4,11,
<b>nature</b> 25:1	21 197:17,20,22	<b>NYF</b> 59:2 156:18 184:4,	17 113:4,17,23 114:16,
<b>necessarily</b> 27:25 70:4	198:11,17 199:2,13,19	7	25 116:24 117:14
274:18	200:1,18 203:11	<hr/> <b>O</b> <hr/>	119:17,23 120:5 121:4
<b>needed</b> 52:23 54:11	205:14,16,19 206:8	<b>oath</b> 127:19	122:1,11,25 123:4,20
65:16 85:8 112:24	222:25 223:3,9 224:21	<b>object</b> 40:18,20 49:17	125:6,12,25 126:5,13,
128:12 139:4 142:2	252:16,20 262:5,24	181:6 234:4 239:7	17 127:5 128:5 130:4,9,
246:8 248:14,18 259:16	263:3 264:1,5	<b>objection</b> 9:2,5,17,20	18 131:3,7,13 132:11,
<b>negative</b> 232:10	<b>normal</b> 188:1	10:8,15,19,23 11:1,5,9,	21 134:19 135:2,15,23
<b>never...be</b> 176:20	<b>Notary</b> 7:3	17 12:2,12,14 13:3,13,	136:9 137:10 138:3,20
<b>news</b> 144:14 145:3	<b>note</b> 15:13,16 74:7	17 14:6,20 15:13,16	139:12,22 140:8,14,18
	110:9 169:7 237:2	17:21 19:9,13,17,22	141:6 142:18,25 143:7,
	239:23 246:25	20:5,6,13,20,21 21:1,7	18,23 144:4,21,25
	<b>noted</b> 154:4 176:10	22:1,10,25 23:11,19	145:17,22,23 146:3,16
	214:8		147:14,18 148:7 149:7,

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<p>173:6,15,16,20 174:4, 14,23 177:3,13 178:6, 15 179:1,10,15,16 180:20,25 181:10,24 182:15,17 184:8 186:3 187:5,10,15 188:14,16 189:2,16,23 190:10,23 191:5,12,13 192:2,11, 25 193:6,21,25 194:15, 20 195:3 196:9,23 197:7,19 199:15 204:7, 12 205:1,5,21 206:11, 12 208:19,25 209:5,14, 18,21 210:5 212:20 213:2,6 214:6,8,11 218:3,13,24 219:14,20, 24 220:14,21 221:15 223:6,13 224:1,9 225:1, 10,16,24 226:7 228:1,9, 25 229:6,15,19 230:11, 24 231:12,19 232:6,15, 23 233:11 235:1,8 236:3,7 237:2 238:6,12 239:6 258:1,12,22 259:8,11 260:2,8,19 261:1,15,23 263:2 264:2,20 265:7,25 266:9 267:1,10,17 268:2,5,6,14,20,21 269:20 271:17,22 272:16,20 273:8,17 274:1,12,22 275:11,18, 19 276:2,3,12,24 277:3, 7,13,20 278:11</p> <p><b>objection's</b> 176:9</p> <p><b>objections</b> 15:15 40:8 234:8 235:13 277:23</p> <p><b>objective</b> 71:2,9,16 73:1</p> <p><b>obligated</b> 126:10</p> <p><b>obtain</b> 14:22 15:22</p> <p><b>obtained</b> 15:3,6,25 136:19</p> <p><b>obvious</b> 83:15</p> <p><b>occupancy</b> 66:2</p> <p><b>October</b> 30:24,25 85:1</p> <p><b>Off/unemployment</b> 161:8,15</p> <p><b>offer</b> 146:9 254:20</p>	<p><b>office</b> 57:15,18 58:8 118:20 120:4 122:14,19 126:8 153:18 161:24 163:11 164:11 179:25 186:6 214:22 216:25 228:14 238:2 240:23 244:14 255:16 272:5</p> <p><b>official</b> 60:11</p> <p><b>offline</b> 254:22</p> <p><b>offsite</b> 201:8</p> <p><b>Olive</b> 7:21 201:20,23 206:2 222:11,15</p> <p><b>once-and-for-all</b> 114:6</p> <p><b>one-hundred-story</b> 248:5</p> <p><b>one-on-one</b> 254:23,24</p> <p><b>ongoing</b> 142:7 191:22 277:22</p> <p><b>online</b> 242:18</p> <p><b>onset</b> 13:9 211:25</p> <p><b>open</b> 41:10 44:4 52:3 71:15 73:5 82:24 93:24 96:21 101:10,11,12,15 115:2 141:11,12 146:1, 10 148:18 182:14 184:17 241:24 265:16</p> <p><b>opened</b> 17:11,13 51:8 62:25 160:6 230:8 263:1 265:9</p> <p><b>opening</b> 52:10 149:10 182:23 190:17,18</p> <p><b>opens</b> 199:20 251:9</p> <p><b>operate</b> 147:17 162:2 184:20 263:21</p> <p><b>operated</b> 86:15</p> <p><b>operates</b> 27:20</p> <p><b>operating</b> 25:16 27:9 42:18,22 55:24 74:18 162:5 179:17</p> <p><b>operation</b> 72:20,21 76:1 80:3 96:25 151:17, 18 179:17 192:24 232:9</p> <p><b>operational</b> 36:5,8 75:14</p>	<p><b>operations</b> 83:2 100:5, 6 111:3,10,15,18 112:2 113:8 159:3,6,23 240:3</p> <p><b>operator</b> 20:1,7,14 21:5 22:16 23:5 27:12, 13,18 29:9 41:3,8 48:18 76:16,22,23,24 77:13 80:5 150:5,8 199:23</p> <p><b>operators</b> 27:20,24 75:25 76:2 150:9 191:7, 9</p> <p><b>opinion</b> 268:4</p> <p><b>opportunity</b> 133:5,17 174:5,7 238:23</p> <p><b>order</b> 72:16 147:17 148:5 162:25 163:12,13 182:11 184:20 204:1 222:13 241:5</p> <p><b>ordered</b> 30:6,8,9 66:25</p> <p><b>orders</b> 47:13,15</p> <p><b>organization</b> 124:4 255:24</p> <p><b>organizations</b> 124:6 247:7</p> <p><b>original</b> 72:23,24,25 272:22</p> <p><b>originally</b> 263:21</p> <p><b>ORITZ</b> 245:18</p> <p><b>Ortiz</b> 7:8,15 11:12 12:4, 16 15:17 21:15 25:4,21 30:12 41:1 42:7,13 43:9 45:2 47:7 51:2 57:23 58:3 61:20,22 62:10 65:8,17 66:11 79:1 85:12,16 87:12 95:7 96:2,6 98:18 102:20 103:14 104:1 107:25 108:9 111:24 112:18 115:23 117:24 118:2,11 119:25 120:16 122:23 124:22 125:13 126:18, 21 127:2,16,25 128:9 134:13 145:11,25 146:23 155:6,8 156:20 158:20,24 159:22 162:7 163:14 166:14 171:1 175:6,14,22 176:2 183:14,23 186:18 191:23 192:17,20</p>	<p>195:16 196:19 203:24 207:16,24 214:9 215:8 220:24 226:3 232:21 234:10 235:22 236:1, 14,23 237:7,18 238:4 239:4,15,19 244:6,24 245:22 247:4,14,21,25 248:3 249:3,9 250:2,17 251:10,14,25 252:3,11, 15 253:9,15,24 257:6, 21,22 258:7 261:6,19 262:11,15 264:14 269:7,9 270:3,14 273:23 274:19 275:6 276:19</p> <p><b>Ortiz's</b> 21:12</p> <p><b>out-dining</b> 147:13</p> <p><b>outbreak</b> 56:25</p> <p><b>outlet</b> 147:22</p> <p><b>outlets</b> 52:8</p> <p><b>over-200</b> 233:9</p> <p><b>over-communicative</b> 144:10</p> <p><b>overflow</b> 73:12,13</p> <p><b>overnight</b> 146:9</p> <p><b>oversee</b> 34:3</p> <p><b>overseeing</b> 31:7</p> <p><b>oversees</b> 31:6</p> <p><b>oversight</b> 34:5,15,16, 17,25 35:2,4,21 133:10</p> <p><b>overtime</b> 201:8</p> <p><b>overtime-eligible</b> 201:9</p> <p><b>Overview</b> 134:22</p> <p><b>owned</b> 16:21</p> <p><b>owner</b> 17:10 80:5 150:21 153:3 156:25 157:16 159:25 243:4 247:18</p> <p><b>owners</b> 27:21 191:9</p> <p><b>ownership</b> 66:3 67:15, 18 68:23 103:16 104:13,19,22 105:6 150:7,8,11,17 151:4,6, 19,22 152:1,3,19 153:13 192:24 199:23</p>
---	---	--	---

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

246:7 253:13,21	237:8	180:23 182:8,9 184:12	<b>personally</b> 35:20
<b>owning</b> 27:25	<b>participants</b> 234:15	186:24 189:8 200:17	56:13,20 75:6 158:1
<hr/>	<b>partitions</b> 86:10,23	201:1,22 208:2 223:23	213:20 230:5 254:10
<b>P</b>	<b>partnership</b> 255:24	226:22 227:2 229:13,	<b>personnel</b> 47:18,22
<hr/>	<b>parts</b> 159:21 238:22	17,21 230:3,9 232:12	51:9,15,17,22 64:13,16,
<b>P-I-N-O</b> 16:22	<b>passed</b> 258:7	233:9 235:23 239:20	21 65:12 66:22 67:9
<b>p.m.</b> 91:9,10 103:10,11	<b>past</b> 20:2 38:10 39:1,5	240:5,7,8,10 241:23	68:7,20 69:7,13,16,20
134:6,7 146:21,22	246:7,17	242:2 243:12,16,20	70:13 153:10,20,25
186:16,17 202:24,25	<b>Paterson</b> 14:17 15:4	244:23 252:22 255:2,16	154:7,12,24 156:19
232:19,20 264:12,13	<b>pay</b> 101:19,24 102:4,10,	258:24 263:15,17	157:3,8,18 158:2,10
278:19	13 104:12,18,22 105:7	<b>People-and-culture</b>	160:7 212:3
<b>packages/benefits</b>	107:18 110:24 154:15	92:11	<b>persons</b> 192:24
112:8	167:5 195:1 196:3,17	<b>percent</b> 37:25 38:8	<b>perspective</b> 48:6
<b>pads</b> 90:8	199:1,12,18 200:1,5	130:2,15 131:1,11,15	67:24 83:16 92:11
<b>pages</b> 21:12 211:24	215:10 223:5,11,16,25	138:11 190:3	249:13
212:1	224:8,23 225:9,21	<b>percentage</b> 167:1	<b>pertains</b> 271:20
<b>paid</b> 46:4,10,16 97:4,7	226:6,17,19,21 227:15,	<b>perfect</b> 50:3 240:11	<b>Peter</b> 115:18 117:11
98:3,8 99:4,7 102:8	19,25 228:24 229:5	242:22 246:3	118:24 119:4 126:11
105:15,18 140:4 166:6	244:23 249:24 273:15	<b>period</b> 12:9,13 13:5	<b>Phase</b> 73:21
167:24 171:22,23,25	274:10,16	46:2,5,6,9 47:20,24	<b>phases</b> 114:1,12
172:3 196:7,11 197:6,	<b>paying</b> 165:9,14 166:25	52:24 64:15 66:2,6,14	<b>Philharmonic</b> 48:4
21,22 198:4,11,14,17,	167:22,23 196:21	68:18,19 69:5 100:13	82:12
20 200:8,11 203:12	197:10,17 199:1 225:11	115:15 148:19,20 167:6	<b>phone</b> 53:10 54:2
223:4,10 224:7,13	245:5	170:1 174:16 245:3	127:18,21 144:8 257:11
225:8 228:17 247:10	<b>payment</b> 103:15 228:4,	<b>periods</b> 12:8	<b>phonetic</b> 25:15 37:18
250:7 258:20 259:1	19	<b>permanent</b> 168:13	201:4 237:24
274:9 277:16,19 278:3,	<b>payments</b> 198:22	169:4,23,25 170:3	<b>physical</b> 8:13 35:5,9
6	202:11 226:12,16	174:19 176:21,23,25	50:7 52:19
<b>pandemic</b> 57:6,11	<b>payroll</b> 36:23 37:1,7,8,	177:10,15,16,24 178:3,	<b>physically</b> 52:15
59:19 60:17 70:8 116:5	9,11,15 38:15,20 99:13,	7,14,18,22 179:9,14	<b>pick</b> 67:1 94:2
121:15 157:4,19 265:1	14 106:19 137:5 138:25	215:11,18 226:10	<b>picking</b> 238:22
<b>panel</b> 73:15 260:14	139:7 140:3,5 184:9	<b>permanently</b> 177:21	<b>picture</b> 211:11,13
<b>paper</b> 11:18	<b>pending</b> 213:9 252:22	214:13 226:11 228:3	<b>pieces</b> 238:21
<b>paragraph</b> 60:10	<b>pension</b> 251:8,17	<b>permissible</b> 271:6	<b>Pierre</b> 265:9
121:7,9 124:1 159:8,24	<b>people</b> 19:18 20:2	<b>permission</b> 54:17	<b>Pino</b> 16:22
162:24 184:15	21:22 22:12,14,19,23	<b>permit</b> 269:15	<b>place</b> 73:15 74:2 182:4
<b>paraphrasing</b> 165:11	31:6 34:4 35:1 36:13,	<b>permits</b> 270:10	199:4 220:2 243:24
<b>parrot</b> 253:16	17,20,22 37:10,14,24	<b>permitted</b> 184:17	250:3,5 257:24 259:6,
<b>part</b> 74:12,16,22 75:1,6	38:8 41:9,10,15,21	<b>person</b> 34:15 45:8 51:6	10 270:19,25
78:17 84:11 98:19	45:9,13,19,25 48:19,20,	54:4 77:2,21 91:23	<b>placement</b> 73:23
104:14 132:1 147:13	21 50:8,9,15 62:13	122:8 132:18 174:15	<b>places</b> 29:6,8 172:20
148:6 149:25 150:3,11	64:14 72:9 75:13 77:10,	212:9 215:17 218:17	235:11
159:22 161:8 178:11	22 78:9,15 79:1,25	221:4 228:13 251:16	<b>plaintiff</b> 10:21
195:8 210:12,13,14,16	86:23 94:12,21 98:23	270:24	
234:22 249:19	115:13,14 118:5 133:9,	<b>personal</b> 118:4,6	
<b>part-time</b> 45:10,13,17	11 144:15 145:2,5,6	154:17 204:17 212:23	
<b>participant</b> 236:24	163:9 171:12,16,19	214:9 269:9,10 276:16,	
	172:18 173:2,25 174:11	18 278:5	



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>Plaintiff's</b> 195:11 235:17	<b>policies</b> 161:11	<b>presumed</b> 8:6	<b>produced</b> 118:7 180:17,18
<b>Plaintiffs</b> 7:23 211:18 216:7 226:4	<b>policy</b> 247:6 250:2	<b>presuming</b> 166:17	<b>producing</b> 13:21
<b>Plaintiffs'</b> 21:10,13,16 57:22 58:1,4 59:1,4,7, 24 61:16,18,21,24 62:1 63:6 65:6,9 85:14,17,24 103:20,24 104:2,11 107:20,23 108:1,12 110:6 111:6 115:21,24 118:12 120:10,14,17 123:7,12,15 124:19 127:14 128:1 131:23 134:12,14 135:11 136:5 155:4,7,10 156:15 158:22,25 161:6 163:20 166:12,16 175:8,21,23 183:17,21,24,25 184:1, 3 185:19 192:18,21 194:2 212:24 213:4,18, 21 214:10 215:1,6 236:18,22 237:8 262:13,16 270:1,2,4	<b>pool</b> 268:8	<b>pretty</b> 56:17 106:9 229:16 234:21	<b>production</b> 38:7 67:22 117:21 122:18 163:24 180:2 203:19 221:19 227:9,16 231:2
<b>plan</b> 14:25 82:4 190:8 221:1,4,8,10,13,17,20 222:1,3,4,10,17,18,21, 24 229:2 246:14 251:11,15 252:20 259:6,10,17	<b>portion</b> 44:25 49:11 103:12 105:23 111:22 119:11 160:15,18 161:1 203:3 213:15 214:4 278:1	<b>prevent</b> 73:13	<b>progress</b> 241:9 243:25
<b>planned</b> 144:3	<b>portions</b> 235:5,10	<b>preventing</b> 260:6	<b>progression</b> 82:14 97:25
<b>planning</b> 140:22 183:1, 4,15 184:4,13	<b>position</b> 9:8 17:15 18:16,25 24:8,17 25:8 31:11 32:11,17,21 33:9, 11,15,21 54:10 96:1 113:10 133:13 201:5,6 226:3 242:10 254:15 258:10 266:20 267:22	<b>previous</b> 9:3,4	<b>project</b> 248:23 250:23 251:4 260:18
<b>plans</b> 145:16 148:14 149:17 241:8	<b>positions</b> 193:12 201:10	<b>previously</b> 84:14 151:3 154:13 165:9 178:8 190:1 195:17,22 207:17 208:13 216:10 219:1,12 261:4,7 270:14	<b>projects</b> 248:12 250:14,16,25
<b>play</b> 233:16 238:20,21 239:1,8	<b>possibility</b> 246:6	<b>primarily</b> 83:1 133:15	<b>promoted</b> 216:20,24
<b>played</b> 234:5,8 235:19 237:11,16 238:13 239:16	<b>possibly</b> 11:24 12:17 52:5 61:11	<b>printed</b> 185:16	<b>promotion</b> 217:23
<b>playing</b> 233:20 234:22 235:5	<b>posted</b> 63:15 257:5 266:14	<b>prior</b> 11:7,19,23 13:1,7 15:5 24:16 54:18 59:20 74:5,13,17,23 75:2,7 84:16,23 85:20 87:4 112:13 116:17 124:10, 12 134:18 141:23 163:21 177:23 191:4,11 192:1 207:5,8 218:22 228:8 267:21	<b>proper</b> 237:22 238:8 240:18
<b>point</b> 13:15 15:18,19 24:23 25:3,4 31:14 83:9 93:16,18,20 94:4 99:22 112:19 114:8 116:19 133:19 141:11 144:11 145:8 155:14 169:16 194:18,24 219:20 250:16 251:1 255:20 256:12	<b>potentially</b> 254:8	<b>privileged</b> 11:10 12:3, 15,19,22 13:18 14:7 95:6 119:24 125:13,14 126:18,22 168:15 267:18 268:22	<b>properly</b> 35:9 188:4 235:12 239:2
	<b>practice</b> 98:6,12 101:19,24 102:3,19	<b>privy</b> 198:2	<b>properties</b> 60:12 61:1, 4,5,10,12 66:17 204:9
	<b>precise</b> 137:4	<b>probable</b> 60:4	<b>property</b> 27:20 35:3,5 36:1 48:20,21,22 50:7 52:21,23 53:1,2 66:7,15 71:6,14,17,18 72:2 74:19 75:15,24 76:17 78:7 79:15 133:16 139:2 147:24 150:9 175:2 182:8 183:12 191:1 219:25 220:6 245:2 255:16 273:11
	<b>predominantly</b> 113:7 128:6	<b>problem's</b> 272:3	<b>propose</b> 166:5
	<b>prefer</b> 50:1 129:3	<b>procedure</b> 187:22 233:21 271:18,19	<b>protocol</b> 64:23,24 95:3 169:2
	<b>premises</b> 130:12	<b>proceed</b> 40:23,24	<b>protocols</b> 95:10
	<b>preparation</b> 73:16 74:3	<b>proceeded</b> 95:18	<b>proudly</b> 256:1
	<b>prepared</b> 95:19	<b>proceeding</b> 251:1	<b>provide</b> 37:8,10 66:17 96:14,15 97:3 98:13 99:19,23 102:4 116:21 122:8 154:23 160:1 166:1 182:12 242:15 254:17 262:5,23 277:1
	<b>preparing</b> 157:1,17 158:13 272:7	<b>process</b> 37:8,11,15 188:7,8 205:9 214:14, 16 249:20 272:10,15,19 273:7,16	<b>provided</b> 96:3 98:18 117:22 120:9 134:25 139:23 167:13 179:19 192:5 198:7,10 201:11
	<b>present</b> 34:11 40:1 253:13	<b>processed</b> 37:9	
	<b>presented</b> 154:19	<b>processing</b> 271:10	
	<b>presenting</b> 21:15	<b>produce</b> 13:20 211:24	
	<b>President</b> 77:7 109:23 117:11 118:24 119:4 126:12 240:3,5		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

202:16,17 203:18,21 218:1,4,12 226:23 227:22 228:6 <b>providing</b> 62:16 97:11 102:2 182:7 228:8 238:22 <b>provision</b> 96:10 210:17 270:11 <b>provisions</b> 95:16,17 <b>psychologist</b> 230:3 <b>Psychology</b> 14:11,16 15:6 <b>PTO</b> 278:6 <b>public</b> 7:3 82:24 177:19 <b>pulled</b> 159:19 <b>Purchasing</b> 30:7,9 <b>purportedly</b> 270:15 <b>purposes</b> 22:11 23:1 <b>put</b> 29:9,12 72:12 106:19,20 138:14 162:7 190:4 204:24 239:5 251:8 <b>puts</b> 249:16	195:12 197:12 203:2,8 209:19 213:3,9,25 214:3 218:20 220:15 222:14 223:7 224:2,4, 21 225:19,25 226:2 229:3 235:2,13 236:17 239:7 243:18,21 244:3, 22 247:1,15,16,23 248:1 249:5,22 250:14, 20 251:13,17,20,21 252:12 253:5,6,10,17 266:16 267:6 274:7 275:22 277:25 <b>question's</b> 276:5 <b>questioning</b> 15:14 230:19 234:9 235:14 <b>questionnaires</b> 252:25 <b>questions</b> 7:20 8:3 12:21 40:19 94:20 218:7,10 224:11 230:9, 22 231:3,21 232:8,11 241:20,25 242:1,5,7,12, 16,18,19 243:2,3,6,10 245:14,15 246:19,21,23 249:1,5,7 254:21 255:19 256:8 257:8 268:24 269:8 273:19 275:1 277:23 278:13 <b>questions?'</b> 253:14 <b>quick</b> 134:3 245:19 <b>quote</b> 270:10,18,20	251:19 256:20 257:11 <b>reached</b> 237:24,25 240:20,21 257:18 <b>read</b> 45:1 49:9,12 65:23 103:13 111:20,23 119:12 154:10 157:23 160:13,16 175:13 176:16 196:18 203:4 206:22 213:16 214:2,5 278:2 <b>reading</b> 111:5 175:12, 16 250:22 <b>ready</b> 249:19 262:17 <b>real</b> 245:19 <b>realistic</b> 59:20 <b>realistically</b> 148:18 <b>realize</b> 254:7 <b>reason</b> 24:19 27:10 31:21 62:22,24 65:22 67:6 74:20 75:4 80:7,9, 10 81:2 98:11 109:22 119:2 125:4,21 139:9, 13 149:18 165:23 168:7 174:20 197:14 199:25 230:4 <b>reasonable</b> 74:24 80:21 140:11,16,19,23 255:18 <b>reasoning</b> 79:23 <b>reasons</b> 67:4 83:15 276:17 <b>reassess</b> 241:7 <b>rebuild</b> 90:5 <b>rebuilding</b> 90:8 <b>recall</b> 9:15 11:6 17:14 24:13 43:19,20 46:25 48:13 52:12,14 54:17 55:7,11 56:21 60:15,19, 20 84:22 99:9 100:15 102:6 110:12 114:12 115:8 117:24 129:22 143:24 161:25 166:8 174:20 178:11 180:23 182:13 186:10 190:8 192:4,7 215:12 218:25 223:17,20,23 225:17 228:22 229:2 236:5 241:14 249:18 260:15	261:21 263:1,11 265:4 268:16 <b>recalled</b> 68:15 100:18 229:1,4 <b>recalling</b> 241:10,12 245:8 <b>receive</b> 37:25 38:8 65:20 215:11 223:11,15 <b>received</b> 13:11,15 38:10 69:8 117:23 143:4 160:25 165:23 180:11 187:23 188:9,22 202:7 217:9 223:3,24 227:14,17,24 231:16 235:25 239:22 249:6 266:24 271:14 272:11 273:14 274:2,8,15,19 275:1 <b>receiving</b> 13:9 112:9, 15,19 182:22 225:20 271:23 <b>recently</b> 207:7 216:20, 23 232:24 <b>recipients</b> 108:8 135:14 136:25 <b>recognition</b> 22:15 23:2 <b>recognizable</b> 20:17 <b>recognize</b> 21:17 255:4 <b>recollection</b> 11:8 44:10,13 53:4 58:7,14 62:21,23 63:7 65:11 70:25 85:19 108:21 111:13 138:21 157:25 187:4 193:3 196:1 <b>recommendations</b> 65:1,2 <b>record</b> 7:7,10 12:19 18:6 25:20 39:14 40:6, 23 45:1 49:12 75:18 85:23 103:13 111:23 117:20 119:12 127:11 137:15 160:16 175:22 186:11,14 195:19 203:4 207:15 213:14,16 214:5 236:18,21 239:12,13 258:6 273:20 278:2 <b>recorded</b> 232:22,25 <b>recording</b> 233:1,6,9,
<hr/> <b>Q</b> <hr/>			
<b>qualify</b> 104:18 <b>quantify</b> 12:8 13:5 <b>quarantine</b> 63:24 <b>question</b> 8:5,6,19,20, 21 11:10 13:14 16:9 22:3,8,22 24:20 29:15 33:4 34:2 36:25 40:21 49:10 64:9 72:6,18,23, 24,25 79:10 81:19,23 84:2 94:18 95:6 101:18, 23 107:11 109:15 111:20 113:1 119:9,24 120:7 126:23 128:7 130:5,19,20 133:24 139:14 142:9,19 143:8, 13 146:13 150:13 153:15 154:3 160:13 163:8 168:25 172:1,15, 18,25 173:1 174:8,10 175:17,19 189:3 191:8, 14 192:12 194:21	<hr/> <b>R</b> <hr/>		
	<b>Rainbow</b> 16:4,15 <b>raised</b> 167:3 <b>ramp-up</b> 148:19,20 <b>ran</b> 51:21 <b>Random</b> 19:18 <b>re-ask</b> 26:5 <b>re-evaluated</b> 244:2 <b>re-mark</b> 156:14 <b>re-open</b> 160:1,10 <b>re-opening</b> 184:18,21 <b>reach</b> 145:5 241:15		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

15,17 234:2,5,23,24	145:3 244:5	114:21 115:6,11 116:19	240:24 245:9 256:1
235:3,6,9,10,17,19,20	<b>regularly</b> 56:8	117:16,19 119:18 121:5	<b>reopened</b> 47:18 68:20
236:2,12,20,22 237:4,	<b>Reimbursement</b>	122:2,4,7,15,17 124:16	100:3,20,21,23 101:2,8
15 238:5,12,15,17,20,	159:20	128:13 131:4,20	142:24 144:3 263:12
21 239:1,3,8,12,16	<b>reinserting</b> 90:8	138:13,14 139:7	265:6,14,18,20
257:23 259:6 270:15,18	<b>reiterate</b> 242:23	141:10,21 142:2,8,14	<b>reopening</b> 47:21 71:7
<b>records</b> 38:15 106:23	<b>rejected</b> 168:3	143:3 151:4 155:13	73:2,18 74:5,13,17,23
139:19,24 140:3,5	<b>related</b> 7:20 13:16 91:1	166:20,21,22 167:21	75:3,7 86:7,20 101:3
232:4	92:2 96:9 149:5,10,22	168:24 182:7,18,21,22	140:25 141:2,5,8,13,15,
<b>recruiting</b> 34:8	151:4 169:6 178:18	185:15 187:2 192:3	20,23,25 143:12,21
<b>REDIRECT</b> 273:21	182:23 193:4 203:15	194:5,6,7 197:8,15	145:12 146:6 147:3,7,8,
<b>redistributed</b> 220:5	223:4 246:10 259:10	200:24 207:13 208:20,	11 148:14,24 149:4,6,
<b>redo</b> 142:6	262:1 263:25	21 211:17 223:19	17 174:2 175:3 183:20
<b>redoing</b> 73:8 89:18,21	<b>relates</b> 140:6	225:4,5 227:4 229:20	184:24 185:3,23 189:4
<b>redone</b> 73:11,25	<b>relating</b> 127:18 146:14	231:10,24 232:3,16	191:4,11 192:1,5 224:7,
245:15	178:3 243:6 273:14	259:24 260:13 261:2,	12,19 227:1,20 241:8,
<b>reduce</b> 82:5,7,15 84:8	<b>relation</b> 95:4 96:7	17,24 262:3,8 264:3	11,14 245:7 256:15
98:1	143:5,17 193:1	265:19,21 267:11	260:6 262:1 267:21
<b>reduced</b> 46:2 96:13	<b>relations</b> 34:6 133:16	268:15 277:14	<b>reopens</b> 198:19 262:7
106:1,10,21,24 130:15	<b>relationship</b> 256:2	<b>remind</b> 16:8	263:6
131:1,11 138:10,14,16	<b>relative</b> 170:16,22,25	<b>reminded</b> 163:13	<b>repairs</b> 251:22
139:20 194:17	171:5	<b>reminds</b> 193:7	<b>repairs?'</b> 251:24 252:2
<b>reduction</b> 82:18 83:1	<b>relevancy</b> 15:15	<b>remote</b> 52:22	<b>repeat</b> 119:9
84:11,12 96:12 121:13	<b>relied</b> 174:1	<b>remove</b> 89:23 90:4,5	<b>repeatedly</b> 276:5
130:2 131:19	<b>remain</b> 44:18 145:20	156:13	<b>rephrase</b> 8:4 47:9
<b>refer</b> 150:17,18 153:5	184:17 241:2 243:8	<b>removed</b> 246:13	130:20
232:1 269:21 271:9,25	244:8,9 254:13,14	<b>removing</b> 88:25 89:20,	<b>replace</b> 86:13,14 88:2,
<b>reference</b> 227:15	255:21	24 156:8	9 146:11 263:23
<b>referencing</b> 247:4	<b>remained</b> 44:4 228:18	<b>renovate</b> 74:13,17,23	<b>replaced</b> 87:21
<b>referred</b> 238:14	<b>remaining</b> 193:12	75:2,7 141:20,23	<b>replacement</b> 88:4,6,
<b>referring</b> 39:13 50:21	220:1	<b>renovated</b> 142:23	10,19 89:1,5,7
61:5 185:4 188:11	<b>remains</b> 228:2,13	<b>renovating</b> 191:3,10	<b>replacing</b> 90:9,10,11
194:23 227:19 270:6	<b>remember</b> 9:19,23	<b>renovation</b> 88:4,7,11,	<b>reply</b> 156:18 157:7
271:2 272:1 273:3	10:9,16 11:21 14:19	13,20,21 89:2,9 275:5	<b>report</b> 75:11,16,20,22
<b>refresh</b> 11:8 58:6 63:7	16:21 17:22 23:13	<b>renovations</b> 74:5	78:18 218:17,21
65:10 85:18 108:21	30:24 44:6,16 45:15	84:13,17,23 85:5,8,19	<b>reporter</b> 7:5 8:12
111:13 157:25 187:3	46:6,15 48:2,3,7 51:12	87:3,6 88:20 89:6,12	175:20 234:1 235:21
196:1	52:9 55:2,10 56:2,6,10,	90:19 91:1 92:3,22 93:3	237:17 239:18 258:4
<b>refreshes</b> 58:14 193:3	14 57:3,13,19 58:18,19	142:10,13,16 143:15,22	<b>reporter's</b> 233:21
<b>refused</b> 206:19	59:11,12 61:3 64:18	146:2,15,24 191:25	<b>reporting</b> 78:14,17
<b>regard</b> 118:9 248:15	65:14 66:5,13,20 67:3	259:7,10	<b>reports</b> 30:16
<b>regional</b> 25:16 75:13	69:11 70:23,24 71:5,8	<b>reopen</b> 71:2,4,9,10,12,	<b>represent</b> 236:19
76:6 77:5 78:3 221:4	74:6,8,25 82:23 83:4	16 73:1,4,16 74:3 100:9	<b>represented</b> 124:3
240:7	85:22 86:6 94:25 96:23	117:18 140:22 142:12,	<b>representing</b> 236:12
<b>regular</b> 78:10 144:7	99:1 100:1,13 102:9	16 143:11,15 145:8,16	
	104:4,6,7,8 106:12,14	148:15,17,18,25 149:1,	
		2,3 150:4 151:1 163:1,3	
		167:9 174:25 186:2,9	
		191:16 194:11,14	



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>represents</b> 152:1,4	<b>resources</b> 9:11,13 16:3,5,7,20 17:17 18:17,19 19:1 31:2 221:7 254:18 272:5,24 273:14	<b>return</b> 249:18	<b>role</b> 10:7,10 30:16 31:5 50:21,22 76:14 92:25 133:6,7 219:11,16 271:20
<b>request</b> 13:10,11,15, 19,20 38:14 40:3,5 99:14 276:18	<b>respect</b> 76:5,8,19 86:18 236:18 249:16 252:18	<b>revenue</b> 67:22,23,25 82:5,7,11,15,20 98:1 115:10	<b>roles</b> 220:7
<b>requested</b> 38:9 44:25 49:11 83:24 103:12 111:22 119:11 160:15 203:3 213:15 214:4 246:17 278:1	<b>respectfully</b> 208:5	<b>review</b> 11:7,14,19,22 12:1,6,11 13:1,11,16,19 65:25 79:16 85:18 116:17 184:21,25 207:6,9 216:2 272:12 278:16	<b>rollercoaster</b> 141:16
<b>requests</b> 228:15 256:23	<b>respond</b> 110:10,13 118:10 122:22 164:2 180:5 203:23 212:22 221:22 231:7,17 235:12 242:12 251:16 257:14	<b>reviewed</b> 11:25 13:1,7, 21 14:1 134:21 136:23 204:19	<b>rolling</b> 189:4
<b>require</b> 103:15 104:13, 18,22 148:5 149:14 151:12	<b>responded</b> 154:2 160:9 230:25 231:22 263:7	<b>reviewing</b> 13:6,23 14:4 175:25 190:21	<b>room</b> 16:4,15 17:11,13, 16,20,23 73:13 80:24 142:6 246:9 248:16
<b>required</b> 78:13 105:7 125:18 126:7 127:3,6 139:1 148:10,12 182:11	<b>responds</b> 128:24 129:5,10 159:25	<b>revised</b> 190:13,20 212:6	<b>rooms</b> 49:4 70:7 90:18 103:6 153:18 183:10 191:18 217:19 218:18 245:15
<b>requirement</b> 127:9 193:11	<b>response</b> 34:23 156:19	<b>rework</b> 86:11,12 191:20	<b>rooms-based</b> 66:19
<b>requirements</b> 119:20, 22 147:25	<b>responses</b> 252:25	<b>rewrite</b> 164:22	<b>Roosevelt</b> 18:13,14, 16,21
<b>requiring</b> 70:7	<b>responsibilities</b> 78:12	<b>Reynold</b> 123:9 124:24 126:3	<b>Rorrobo</b> 237:24 240:20
<b>reservations</b> 93:25 256:14	<b>responsibility</b> 31:7 34:3 77:1 78:15	<b>rhetorical</b> 274:6	<b>rotational</b> 36:14,15,18
<b>reserve</b> 234:8 235:13 278:16	<b>responsible</b> 110:23 133:15 138:24 149:9 150:16	<b>Rick</b> 65:4,24 66:11 104:16 128:3,6,12,22	<b>rude</b> 229:16,22,24 234:19
<b>resign</b> 271:3	<b>responsive</b> 145:4	<b>rights</b> 117:4 129:12	<b>Rudy</b> 23:18 25:12,14 30:20 31:14 33:13 59:3 105:23 108:3,6 110:8 111:8 123:9,22 134:9 175:5 176:4,13 192:15 211:14 264:23
<b>resignation</b> 33:13 179:19,21 180:3,6,10, 18	<b>rest</b> 114:10,11	<b>Risman</b> 7:14,17 16:13 24:22 38:7 39:11,14,23 40:1,5,17,25 49:9 99:14 103:8,20 111:20 117:20 120:10 122:18 123:7 134:5 154:4 155:24 156:4,9,12 160:13 163:24 175:15,19 176:6,9 180:2 183:13 186:15 193:16 195:8,20 202:16,20 203:1,19 213:10 214:1,8 221:19 231:2 232:18 233:22 234:3 235:4,16 236:21 238:17,19 239:11 258:4 261:3 264:9 269:1,20 270:1 271:17,22 272:16,20 273:8,17,20, 22 275:13 277:22	<b>rugs</b> 89:1
<b>resigned</b> 31:16,17,19, 21,23 32:1 219:4 263:18 265:22 266:6	<b>restaurant</b> 83:6	<b>road</b> 83:16	<b>rules</b> 148:11
<b>resigns</b> 270:24	<b>restaurant[s]</b> 116:8	<b>rock</b> 152:12,13,14 218:17	<b>run</b> 80:6,11
<b>resolved</b> 193:13 272:3	<b>restaurants</b> 16:2,24		<b>running</b> 35:15 241:6 259:13,20
<b>Resort</b> 148:4	<b>restructuring</b> 87:7 88:1		<b>Russian</b> 17:11,13,15, 19,23
<b>Resorts</b> 7:25 8:1 9:6,7, 10 19:12,16,21 20:3,12, 19,25 21:23 22:17,20, 24 23:4,10,15,17,25 24:9 25:25 26:18 42:14, 16,20 43:1,4,5 53:5,22 54:18,24 75:1 108:19, 23 109:3,12 110:4 153:7 208:8 209:4,8 210:1 217:2	<b>result</b> 47:4 57:6,11 264:25		<hr/> <b>S</b> <hr/>
	<b>resulting</b> 121:13		<b>safe</b> 34:20,21 35:19 109:20 115:7 171:18
	<b>resumed</b> 44:24 91:10 103:10 134:7 146:22 186:17 202:25 232:20 264:13		<b>safety</b> 35:12 63:21 64:23,24 67:7 72:19
	<b>retail</b> 55:18 56:1		<b>safety'</b> 164:21
	<b>retained</b> 192:9 193:11		<b>salaried</b> 201:10 262:23 263:9
	<b>retired</b> 171:13		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>salaries</b> 196:3,21	21:23 22:16,19,24	173:8,11,18	<b>serving</b> 87:9 182:5
<b>salary</b> 38:1,9 45:24	25:24 26:17 27:1,3,13,	<b>seeks</b> 14:6 95:6	<b>session</b> 82:12
46:3 101:20,25 102:22	22 28:4,11,17 29:4,17	<b>segment</b> 266:2	<b>set</b> 221:10 241:11
103:15 130:2,3,15,25	30:1 32:25 33:6,22	<b>Selena</b> 7:21 206:5	264:24 265:6 266:2
131:2,10,12 138:11	41:2,11 43:10 48:19	222:22	270:11 271:19
165:10 166:6 167:1,2,	49:7,13,23 50:5,10,14,	<b>send</b> 14:5 56:4 119:7,	<b>sets</b> 89:8
23,25 171:2,3,7,22,23,	23 51:7,15,18,23 52:16	14 122:23 125:5 126:7,	<b>setting</b> 259:7
25 172:3,16 173:21	55:12,16 61:5,10 62:7	10 127:3 128:18 134:1	<b>settlement</b> 194:25
174:12,13,17 190:3	63:19 70:14 80:15	267:3,8	195:6
197:6,10,18 201:13	81:16 83:20 84:4,22	<b>sending</b> 104:16 128:19	<b>severance</b> 104:12,18,
258:20,25 259:1	85:4,9,20 93:24 94:15,	165:4 246:6	21 105:7,11,15,18
<b>sales</b> 49:2 103:4 164:7	22 95:2 96:15 101:8	<b>sends</b> 39:10	197:2 223:5 224:3,13
183:8 201:7,8	105:13 113:21 119:7,14	<b>senior</b> 241:22	244:22,23 245:5 249:24
<b>salt</b> 154:21	121:11,16,19 122:10,14	<b>sense</b> 20:17 45:7 82:17	250:1,7,9 270:20,22
<b>sample</b> 129:6	127:2 130:16,25 132:9	168:21 218:14,15	271:2 274:9 275:2
<b>Santa</b> 243:6	133:2,3,7,12,20,25	<b>sentence</b> 104:16 117:1	<b>shaking</b> 166:14,17
<b>Saturdays</b> 97:17	138:7 139:9,16 145:12,	124:1 132:2	<b>shape</b> 226:25
<b>save</b> 230:21	16,20 146:1 147:10	<b>separate</b> 104:17 231:1	<b>share</b> 251:6 256:20
<b>scale</b> 65:1 111:14	148:4 149:22 150:6	<b>separately</b> 253:2	<b>share?'</b> 253:23
115:11	152:15 153:1,11,25	<b>separation</b> 215:10	<b>shared</b> 154:20 243:8
<b>scaling</b> 111:3,10 112:2	154:8,12,22,25 157:1,	223:11,15,25 224:8,23	<b>sharing</b> 96:3
<b>scare</b> 163:5	16 158:2,12 160:25	225:9,21 226:6,17,19,	<b>Sharon</b> 216:13 217:13,
<b>scenarios</b> 110:21	161:19 162:8,17 165:17	21 227:15,18,24 228:24	18 218:10 242:6,17,19
<b>schedule</b> 97:5,8,17	169:2 171:9,16,21	229:5 273:15 274:16	250:20 255:11,13
98:13 99:5,7 102:3	172:7,13,19 173:3,13	<b>September</b> 18:3	257:3,12
106:24 138:10 139:20	174:1,11,21 177:9	194:12 196:8 247:13	<b>sheet</b> 129:2
253:21,22	178:4 186:9 188:15	<b>series</b> 134:8,9	<b>Sheetrock</b> 73:23
<b>scheduled</b> 36:14,15	190:5 193:5 194:18,24	<b>serve</b> 219:11	<b>Sheetrocking</b> 73:22
97:14 181:22	196:2,15,21 197:9	<b>served</b> 182:4	<b>shift</b> 36:18
<b>schedules</b> 106:16,17,	199:5,23 203:6,9,25	<b>server</b> 38:19,25 180:1	<b>shifts</b> 36:18 45:5,6
18,21 136:22 137:4	204:1,4,8,9,14,16	<b>service</b> 66:7,15,17	<b>shock</b> 98:17
138:25 139:7 141:1	205:4,15,24 206:9,19	86:4,17 87:25 147:20	<b>shop</b> 131:18
<b>scheduling</b> 136:20	211:16 212:10 215:5	148:19,22 244:18	<b>short</b> 47:20,24 99:3
140:2	216:21 217:2 225:8	<b>services</b> 7:25 19:6,8	150:14
<b>school-</b> 60:11	228:21 234:16 236:25	20:8 23:3,4 24:25 25:1,	<b>short-term</b> 278:4
<b>scope</b> 275:12,13,20	237:6 247:20 249:2,25	5 26:7,15,25 29:12,18	<b>Shortly</b> 159:24
276:4,13 277:7,18,21	251:22 252:2 253:23	30:13,19 31:2,12 32:14,	<b>show</b> 21:9 57:21 99:11
<b>screen</b> 240:11 242:2	258:9 260:24 261:14	18 34:1,11 41:18,25	106:21 139:19,24
<b>script</b> 253:25	264:15,18 265:14	45:10 46:20 47:11	140:2,3 195:16 218:12,
<b>search</b> 116:22	266:5,13,20 267:8	48:18 49:7 50:12,17	21 221:13
<b>searched</b> 232:4	268:3,18 275:15	63:12 74:16 77:15 78:5,	<b>shower</b> 73:25 90:8
<b>Season</b> 71:15	<b>Seasons'</b> 151:18	21 79:3,7,18 82:11 86:5	<b>showers</b> 72:12 73:11
<b>Seasons</b> 7:24 19:12,	<b>seating</b> 86:19	105:18 109:25 117:11	
16,21 20:1,3,12,19,25	<b>seating</b> 86:19	150:6,22 151:20 158:15	
	<b>second-to-last</b> 121:7	199:6,11,22 208:3,7	
	<b>seconds</b> 237:14	209:9,25 217:1 271:21	
	<b>section</b> 131:25		
	<b>secure</b> 34:20,22 35:20		
	<b>security</b> 35:12,25		
	37:16 72:19 93:1,2,19		
	<b>seek</b> 38:7 57:14 215:17		
	<b>seeking</b> 117:24 172:20		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>showing</b> 58:3,25 59:6 61:15,17 85:16 107:19, 25 115:23 120:16 134:13 155:6,9 166:15 183:23 192:13,20 195:21 207:17 215:1 261:6 262:15	253:19 255:5 260:16 273:13	194:6 196:24 223:19 227:12 242:1 243:11,22 256:24 259:17 260:17 271:25 274:3	68:24 69:9 76:5,8,10 190:14,19,21
<b>shown</b> 151:3 193:12	<b>situated</b> 7:23	<b>specifically</b> 9:18,21 17:14 30:10 32:9,16 43:2 44:20 46:25 55:2, 10 56:6 57:20 59:11 60:19,21 69:2 71:8 74:21,25 75:5 80:23 82:16,23 89:17 91:3 92:9,15 93:14 104:5,7 105:3,10 115:12 120:8 129:22 131:14 142:8 145:18 148:8 149:13 152:18 155:13 156:22 160:5 164:11 192:6 220:17 226:9 227:5,18 229:8 234:7 259:18 262:8 265:2	<b>stage</b> 256:6
<b>shut</b> 48:4,5 60:6 66:20 97:23 111:17 115:4	<b>situation</b> 163:4 170:17	<b>specification</b> 198:2	<b>stake</b> 177:2
<b>shutting</b> 113:8	<b>situations</b> 221:3,18 222:9 256:22,24	<b>specifics</b> 19:19 148:9	<b>Staley</b> 7:21 206:5 211:18 222:22
<b>sic</b> 111:18 184:2 192:22	<b>small</b> 16:2	<b>speculate</b> 144:18 146:5 230:16 268:7	<b>Staley's</b> 217:16
<b>sick</b> 60:8	<b>smaller</b> 133:16 188:5	<b>speculating</b> 229:7	<b>Staleyvfrs0304</b> 195:23
<b>side</b> 152:1,3 185:10 194:22 215:24	<b>social</b> 63:25	<b>speculation</b> 52:4,7 59:22	<b>stalls</b> 73:25
<b>sight</b> 71:4	<b>Sofitel</b> 18:22,24 19:4 23:4,9,14,16,22,24 24:8	<b>spent</b> 73:24	<b>stand</b> 65:22 74:19 75:4 81:1 184:7
<b>sign</b> 28:23 180:23 181:9,22 204:1,5,10 206:5,9,16,19,25 213:21	<b>soft</b> 88:19 89:7,9,10	<b>Spillane</b> 40:2 175:5 176:3,12	<b>stands</b> 80:7,9 109:22 149:18 197:14
<b>signature</b> 43:5 108:25 109:1,14,19,21,23 120:22 159:10 195:24 211:24 212:1 278:17	<b>Solid</b> 152:12,14	<b>spoke</b> 32:9 84:13 186:1 217:11 234:13	<b>stars</b> 147:19,24 148:1
<b>signed</b> 50:14 62:5 123:22 160:22 204:15 205:24 206:2 207:11 211:19	<b>somebody's</b> 171:5 278:8	<b>spoken</b> 53:10 54:2 110:15 152:6 238:1 240:22	<b>start</b> 13:6 94:7 127:16 198:22 235:24 239:21 240:1 243:24 248:12 251:4
<b>signer</b> 151:14	<b>sooner</b> 243:19,21 254:11 255:25	<b>sporadic</b> 114:8,21,22 115:8 124:12	<b>started</b> 18:12,13 24:15 30:15 34:10 121:2
<b>signers</b> 151:15	<b>SOPS</b> 148:10	<b>spreadsheet</b> 137:8	<b>starting</b> 73:21,24 114:8 121:18 236:5 237:15
<b>significant</b> 89:19	<b>sort</b> 99:10 203:11 244:19 252:19	<b>spring</b> 241:8,17 244:1	<b>state</b> 7:6,9 20:24 21:3 24:19 43:13,20 44:2,11, 14,17 47:13,15,24 52:2 62:6 63:10 68:19 81:22 82:25 83:3,15,24 97:21 111:17 182:23 220:9,18 233:12 238:8 247:15
<b>signing</b> 207:8	<b>SOS</b> 64:25	<b>St</b> 56:16	<b>stated</b> 40:15 43:5 154:11 185:20 210:22 226:22 232:14 237:3 263:9 270:18
<b>silos</b> 164:14	<b>sought</b> 58:7,15	<b>staff</b> 37:5 66:2,5 68:1,7, 12,16,20 70:6 100:10, 11 136:15,20 141:14,15 160:3 161:25	<b>statement</b> 20:4 21:25 22:22 106:4 124:9 127:17 157:12,22,23 158:6 270:12,21
<b>similar</b> 157:22 196:15 205:10 206:5 231:21	<b>sound</b> 123:1,5 253:16	<b>staffing</b> 66:1 67:21,23	<b>statements</b> 154:24
<b>similarly</b> 7:22	<b>sounds</b> 22:3 124:16 187:6		<b>states</b> 15:20,23 21:22 22:18 60:10 62:9,12 66:13 87:11 104:12 111:1,8 116:2 117:3 120:24 121:8,9,19 124:2 128:9,18 129:11 132:1,2,6 137:22 156:17 159:3,24 160:5,
<b>simply</b> 82:24 230:14 250:11	<b>spa</b> 147:22		
<b>single</b> 34:15 40:21 45:8 186:4 206:8 226:25	<b>space</b> 90:6,7		
<b>singular-specify</b> 29:7	<b>spaces</b> 55:18		
<b>sister</b> 60:12 204:9	<b>speak</b> 41:21 42:5 71:23 74:20 142:7 151:2 218:10 244:12 254:24 257:19 264:23 277:4		
<b>sit</b> 82:3 109:6,15 145:11,19 166:15	<b>speaker</b> 236:24 237:7		
	<b>speaking</b> 40:8 110:12 236:24 265:10		
	<b>speaks</b> 238:18		
	<b>specific</b> 19:23,24 34:24 54:21 55:5 58:18 65:14 77:9 78:19 92:14 94:10 95:22 119:13 120:7 122:6 129:1,23 132:15 139:24 142:2 143:9,25 151:11 156:20 166:20		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

17 161:7 178:12,24 207:23 208:1 210:25 212:6,15 215:10,11,16 220:16	<b>stuff</b> 187:19 246:16	<b>systems</b> 73:14 243:17	<b>temporarily</b> 116:10 159:5 225:18
<b>Statewide</b> 162:24	<b>subject</b> 269:17	<hr/> <b>T</b> <hr/>	<b>temporary</b> 111:2,9 135:6 136:3,17 137:22 138:18 162:9,12 169:10,14,15,17,19,20 170:4,6,11 174:19,22, 24 176:18 194:10 224:20
<b>stating</b> 28:17 50:22 128:25 138:18 213:21	<b>subjective</b> 170:15 224:11 232:9 274:25	<b>T-E-K-A-R-I</b> 212:11	<b>ten</b> 9:24,25 10:3 12:25 179:13
<b>status</b> 232:8	<b>submit</b> 208:5,17,24 209:2,12,17 212:15	<b>Tablan</b> 37:18	<b>tenants</b> 55:11,17,20,22
<b>stay</b> 32:1 41:10 51:15, 22 60:8 69:21 125:18 153:12,20,25 154:7,12, 25	<b>subsidy</b> 252:18 253:1	<b>takes</b> 248:7	<b>tenure</b> 45:25
<b>stay-at-home</b> 162:25 163:12	<b>substantial</b> 121:12	<b>taking</b> 73:15 74:2 111:2,10,15	<b>term</b> 39:12 40:21 89:10 132:16 163:8 176:18 232:10
<b>stayed</b> 41:9,15	<b>subtract</b> 263:17	<b>talent</b> 17:3 34:7	<b>terminated</b> 215:12
<b>staying</b> 41:17 42:3 51:18 64:13,17,21 65:12 66:23 67:9 68:7 69:7 70:14 86:23 153:11	<b>sudden</b> 59:17 121:14	<b>talk</b> 243:20	<b>termination</b> 178:25 180:13,16 215:13,18
<b>stemming</b> 116:4	<b>sued</b> 10:17	<b>talked</b> 150:20 191:15, 16,17	<b>terminology</b> 276:9
<b>step</b> 214:18 215:19 216:4 219:5,6,8 220:8, 12,16,18 271:23,25 272:2,9,14,18,23 273:15	<b>suggested</b> 256:7	<b>talking</b> 63:24 100:5,22, 25 101:3 196:25 198:8	<b>terms</b> 269:17 271:15
<b>steps</b> 214:22	<b>suggestion</b> 251:18	<b>talks</b> 63:21	<b>testified</b> 7:3 8:23 9:16 10:4,6,13,25 11:3 100:20 165:9 219:1 270:3,9 271:10
<b>Steve</b> 37:18 93:6 94:4,5	<b>suit</b> 200:11	<b>Taplan</b> 93:6 94:4,6,7 219:17	<b>testify</b> 9:1,4,22 28:8 61:8 269:9
<b>Steven</b> 219:17	<b>supervise</b> 31:3 92:21	<b>tasks</b> 35:1 219:25 220:5,9	<b>testifying</b> 11:7,20,23 13:2,7 91:11 116:15,18 118:5 207:5 269:12
<b>stipend</b> 166:25 182:1,3	<b>supervises</b> 78:6 92:19 93:2	<b>taught</b> 15:18	<b>testimony</b> 47:23 51:21 75:19 76:9 96:3 98:2 138:16 153:23 154:2 183:2 191:2 196:24 199:8,10 226:12,15
<b>stipulation</b> 194:19	<b>supervising</b> 35:9	<b>Tauscher</b> 23:18,21 25:12,14 30:20 31:14 32:1 54:12 55:7 56:4 59:3 81:15,24 108:3,6 110:8,12 112:7 115:17 123:9,22 134:9 175:5 176:4,13 192:15 211:14,15,20 264:23 265:22	<b>testifying</b> 11:7,20,23 13:2,7 91:11 116:15,18 118:5 207:5 269:12
<b>stop</b> 52:19 100:19	<b>supervision</b> 78:13 118:21	<b>Tauscher's</b> 32:11,17 33:13	<b>testimony</b> 47:23 51:21 75:19 76:9 96:3 98:2 138:16 153:23 154:2 183:2 191:2 196:24 199:8,10 226:12,15
<b>stores</b> 56:1	<b>supervisor</b> 30:13 216:5,8,11 217:11,17, 21 218:2,9,22 272:4	<b>Tavern</b> 17:4,5,10	<b>Texas</b> 78:1,4
<b>street</b> 7:11 35:24 41:16, 24 121:17	<b>supervisors</b> 216:9 218:19	<b>Tea</b> 17:11,13,16,20,23	<b>text</b> 257:12
<b>strictly</b> 12:21	<b>supplement</b> 172:5	<b>team</b> 35:14,23 36:2 48:22 52:25 137:2,3 150:18 220:2 251:6 253:20 255:14,16 256:21	<b>thing</b> 8:9,18 86:22 89:24 97:12 98:14,16 99:2 102:7,25 135:10 151:15 165:10,14 210:16 244:19 246:5 252:20
<b>structural</b> 88:14,20,22 89:7,14 90:1 275:5	<b>support</b> 208:6 212:15 242:14 254:18 255:6 257:15	<b>technically</b> 127:18 131:10	<b>things</b> 36:4,9 52:4 75:14 78:19 86:7 94:2,3 100:8 131:17 141:25 142:5 146:12 147:12
<b>structurally</b> 86:16 89:19	<b>suppose</b> 75:15	<b>Tekari</b> 212:10	
<b>structure</b> 19:23,25 23:6,7 34:20 35:6,9 71:19 72:3,16 73:18 78:15,17 90:3 146:6 147:7,9,11 149:4,6,10	<b>supposed</b> 126:15 226:1	<b>telling</b> 55:7 144:23 256:5	
	<b>surrounding</b> 110:19		
	<b>suspend</b> 159:5		
	<b>switch</b> 168:22 246:9 248:16		
	<b>sworn</b> 7:2		
	<b>system</b> 73:12 79:11 136:20 137:5 140:2 188:18 246:11,12 252:23		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

148:24 154:16 161:4 175:18 182:2 214:12 228:15 246:12 259:16 276:9	168:11 170:1,12,15,17, 18,21,23,25 171:2,23 172:20 173:4 174:13,16 177:8 178:2 189:4 190:24 191:20 198:24 206:22 207:11 216:7 219:21 228:19 230:13, 17 231:1 237:20 239:9, 25 240:16 241:2 243:14 244:11 245:3 246:8,21 247:2,5,7,8 248:23 249:8,14,15 250:10 258:7 259:19 260:23 261:13,19,25 262:4 264:15,17,25 269:7 278:6,10	104:14 110:7 120:24 128:9 131:24 135:18 148:2 163:17 176:11 187:2 197:23 200:20 211:8 216:1 242:1 260:13	<b>turn</b> 164:2 180:5 221:22 231:7
<b>thinking</b> 82:6 86:8 102:9		<b>tops</b> 248:8	<b>Twelve</b> 18:20
<b>thought</b> 41:17,21 58:24 86:20 87:8 101:25 115:2 141:5 161:1 179:7,11,12 213:20 230:16 256:9	<b>timeframe</b> 243:25 248:10	<b>Toronto</b> 60:13 77:23	<b>Twenty-three</b> 195:15
<b>thoughts</b> 249:12	<b>timeframes</b> 249:12	<b>total</b> 262:5	<b>TWHR</b> 110:9 111:1,9
<b>three-page</b> 155:2	<b>timeline</b> 251:4 260:17	<b>touch</b> 32:2 248:9	<b>two-page</b> 107:21 175:4
<b>three-year</b> 174:16	<b>times</b> 9:22,24 10:1,3 94:19 153:16 176:19 183:7 204:25 223:19 228:12 259:13	<b>tough</b> 229:23 254:6,7	<b>Ty</b> 8:1 42:13,16,20,25 43:1,4 51:2 53:5,17,19, 22 54:18,23,24 75:1,6 108:18,23 109:3,11 110:4 149:14 153:7,23 154:6,11 156:25 157:16 158:1,9,12 159:25 160:6,9 208:7,8 209:3, 7,13,17,20,25 247:18 249:2 255:24
<b>threshold</b> 103:17	<b>timetable</b> 146:14,24 147:5,8	<b>tourism</b> 116:6	<b>tymail.com</b> 107:9
<b>thresholds</b> 151:12,21	<b>tirelessly</b> 157:3,18	<b>tower</b> 148:25 149:2 246:9	<b>type</b> 103:15 106:17 112:8,14 147:20 167:5 188:2 242:4,5 250:6 261:13 275:6,9
<b>thumb</b> 148:12	<b>title</b> 109:4,7,17,22 110:2 219:16	<b>towers</b> 149:1	<b>types</b> 66:19 147:12 196:14 250:23
<b>thumbs</b> 240:10	<b>titled</b> 215:4 222:1	<b>town</b> 48:5 223:20 230:21 253:12 257:24 270:15	<b>typical</b> 144:15
<b>til</b> 218:15	<b>titles</b> 77:8,9 112:24 115:20 123:10	<b>track</b> 72:22	<b>typically</b> 66:18 98:7,14 250:3
<b>tile</b> 89:24	<b>today</b> 7:20 11:7,20,23 13:2,8 66:8 70:22 109:6,16 116:15 118:4 145:11,19 207:5 240:2 242:8 251:2 259:13 260:16 269:8,9,12 270:4,14 271:11 273:13	<b>tracking</b> 129:2	
<b>tiles</b> 86:13,14 88:2,3,5, 6,9	<b>today's</b> 180:12	<b>Trade</b> 17:25	<hr/> <b>U</b> <hr/>
<b>time</b> 10:6 12:9,13 13:20 17:20 24:4 31:11,14 34:10,11 36:17,19 39:15 43:19,23 45:3,6 46:5,6,7,9,19 47:2,20, 24 48:2,8,10 51:7,25 52:4,11,14,24 54:22 55:25 56:18 57:4,9 58:20,21,24 59:14,18 60:2,5,16 61:1 63:2 64:2,8,10,14,15,16,20 65:12,16 66:5,12 67:9 68:6,12,18,19 69:5,6 70:5,12,13 81:8 84:1,21 85:6,7,18 86:3 88:9 91:13,14,16,18 92:6 95:17,22 97:2 98:16,22 99:3 100:7,14 102:5 105:18 106:8 110:17 112:23,25 113:11 115:15 116:9 117:17 125:1,8,17,20,22 133:19 137:3 139:2,20 141:8 142:1 145:5,15 146:25 152:6 154:16 161:7,10,15,18 162:3 163:4,7 167:6,14	<b>toilets</b> 72:10	<b>Trades</b> 117:12 118:25 119:5 124:5	<b>U.N.</b> 48:5
	<b>told</b> 20:2 51:17 81:5,6 113:7 143:2,10,14 164:16 170:10 184:25 241:6	<b>trail</b> 11:18	<b>U.n.'s</b> 82:11
	<b>tone</b> 229:25	<b>training</b> 34:8	<b>U.S.</b> 215:4
	<b>top</b> 30:1 38:6 45:15 62:6 79:17 87:10 90:15	<b>transcribe</b> 8:12 16:12 234:2	<b>uh-huh</b> 8:8,11 22:21 51:10 65:19 67:17 84:15 108:20 123:24 141:19 183:3
		<b>transcribed</b> 233:23 235:9 237:17 239:17	<b>unanticipated</b> 121:12
		<b>transcriber</b> 16:12	<b>uncertain</b> 100:15 110:17,19 112:23 139:3
		<b>transcript</b> 233:5	<b>unclear</b> 162:3
		<b>transparent</b> 145:7	<b>undergo</b> 241:3
		<b>travel</b> 56:17 116:6 159:19	<b>underneath</b> 62:12 157:14
		<b>trick</b> 22:3,4	<b>understand</b> 8:4 12:24 39:18,21 40:9 93:11
		<b>trigger</b> 131:18	
		<b>triggers</b> 73:12 131:16, 20	
		<b>truck</b> 52:13,15	
		<b>true</b> 51:20 106:4 124:9 141:7 167:17 168:8 173:17 197:20 210:25	



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

130:5 139:14 168:23 170:8 176:9 192:12 223:7 230:2 238:23 239:2 255:5 275:22	<b>upset</b> 144:24 229:14 230:4	<hr/> <b>W</b> <hr/>	<b>Warner</b> 8:1 42:13,16, 20,25 43:1,4 51:2 53:5, 17,19,22 54:8,13,18,24 55:8 75:1,6 108:18,23 109:3,11 110:4 149:14, 20 150:15 152:2,4 153:7,23 154:6,11 156:15,25 157:16 158:1,9,12 159:25 160:6,9 167:11 168:3 193:22 194:3 208:7,9, 10 209:3,7,13,17,20,25 247:18 249:2 255:24
<b>understanding</b> 29:11, 16 32:10 53:15,16,18, 21 88:21 89:6,22 91:19 119:1 125:3,10 153:9 249:14	<b>upsetting</b> 144:13,17, 20	<b>W-2</b> 38:25	
<b>understands</b> 230:3	<b>urge</b> 184:20	<b>W-2S</b> 39:4,7,10	
<b>understood</b> 8:6,14,16, 17,22 28:9 39:17 127:1	<b>user</b> 59:10	<b>Wage</b> 182:11	
<b>unemployment</b> 159:18 244:5,6,9,10,12, 14,15,17 247:12 253:7, 10	<b>users</b> 63:14	<b>wages</b> 167:13 172:5	
<b>unfolds</b> 157:19	<b>usual</b> 131:1,11	<b>WAGNER</b> 20:6,21 24:18 25:1 26:1 32:24 41:12,20 42:1 49:17 94:24 145:22 155:22 173:15 179:15 191:12 204:7 206:12 239:5 268:2,6,20 269:2 275:19 276:2 278:15	<b>Warner's</b> 208:8
<b>unforeseeable</b> 121:12	<b>utilizing</b> 136:20	<hr/> <b>v</b> <hr/>	<b>Warner936</b> 135:12
<b>unforeseen</b> 116:3	<b>vacant</b> 33:10,11	<b>wait</b> 45:4 49:16 58:5 111:5 156:9 201:25	<b>Warnerdef000700</b> 57:25
<b>unhappy</b> 273:5	<b>vacation</b> 46:5	<b>wait-and-see</b> 269:2	<b>Warnerdef000899</b> 103:23
<b>Uniform</b> 182:1	<b>vaguely</b> 128:13 137:13	<b>waiting</b> 59:15 237:20 240:16 243:1 246:15	<b>Warnerdef000902</b> 59:4
<b>uniforms</b> 182:10	<b>varying</b> 189:7,19,25	<b>walk</b> 72:9 91:20 92:1	<b>Warnerdef000903</b> 192:18
<b>union</b> 96:24 98:2 101:22 102:2 112:8,15 113:15 117:7,8 118:7 119:16 121:3 126:3,11 127:8 129:12 180:6 189:14 193:8,20,23 194:10,13,16,19,25 195:1,2 196:3,6,16,17, 20,21 197:5,10 198:25 251:10,14,22 252:1,15, 16	<b>vast</b> 78:11	<b>walk-ins</b> 35:24	<b>Warnerdef000917</b> 107:22
<b>United</b> 15:20,23	<b>vendors</b> 94:1	<b>wallpaper</b> 88:10 89:8 243:14	<b>Warnerdef000918</b> 107:23
<b>University</b> 14:17 15:4	<b>verbal</b> 100:2	<b>walls</b> 90:4	<b>Warnerdef000922</b> 120:12
<b>unmute</b> 245:12	<b>verbalize</b> 8:10	<b>wanted</b> 55:8 60:22 63:18 71:2,12 73:4 86:8 98:16 100:24 102:7 148:17 158:1 162:18 177:17,18 189:9,10 230:17 242:23 243:20 256:16	<b>Warnerdef000924</b> 120:13
<b>unmuted</b> 245:17	<b>verbally</b> 8:15	<b>wanting</b> 22:12,14 73:1 99:2 102:6 145:6 158:9	<b>Warnerdef000935</b> 127:13
<b>unnecessarily</b> 66:5	<b>verifying</b> 136:22	<b>Ward</b> 115:18 117:2,11 118:24 119:4 126:11	<b>Warnerdef000936</b> 134:10
<b>unpaid</b> 277:17	<b>vernacular</b> 132:16	<b>warn</b> 95:18 99:20,23 100:12 117:7,10,13,21, 25 118:6,7 121:3,24 122:9,13,19,23 125:23 126:10,15 127:3,6 128:19 129:11,20,25 130:21 131:6,16 133:20 134:1 168:11 178:9,11, 16,18,20,23 186:18 189:13 266:23,24 267:3,9,13 268:13	<b>Warnerdef001017</b> 134:11
<b>unsure</b> 95:21 167:8	<b>version</b> 193:12		<b>Warnerdef001104</b> 123:11
<b>unusual</b> 167:7 238:20, 21	<b>versus</b> 174:19		<b>Warnerdef001106</b> 123:12
<b>update</b> 243:1 252:9,13	<b>vested</b> 76:16		<b>Warnerdef001127</b> 115:20
<b>upgrading</b> 246:8	<b>vice</b> 77:7 78:3 109:23 240:5		<b>Warnerdef001146</b> 115:21
	<b>view</b> 66:4 67:15,18 68:23 212:23		<b>Warnerdef001160</b> 166:11
	<b>viewed</b> 67:24		
	<b>virus</b> 47:5 116:5		
	<b>Vivian</b> 7:21 137:17,22 139:10,15 140:7,12 201:6,14 205:23 222:19		
	<b>voice</b> 230:1 234:24 235:7 236:1,2 237:10 238:4		
	<b>volume</b> 88:17		
	<b>VP</b> 108:15 109:2,9,11, 21,24 110:3		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

<b>Warnerdef001161</b> 166:11	<b>Warnerdef902</b> 59:8,25	<b>winding</b> 139:11	<b>worked</b> 10:10 15:7 16:1,15,19 17:19 18:22, 24 19:11,15 20:3,9,11, 25 24:5 43:24 80:15 84:21 113:21 122:10 130:1,8,10,23,24 136:22 138:4,7,22 139:25 162:8 171:8,11, 16,20 174:1,11 190:5 211:15 216:10 217:8 244:19 245:1,2 277:11
<b>Warnerdef002111</b> 183:16	<b>Warnerdef903</b> 193:17	<b>Windows</b> 17:25 18:7	
<b>Warnerdef002112</b> 183:18	<b>Warnerdef9097</b> 192:21	<b>withdraw</b> 24:22 25:3 49:8 112:18 147:15	
<b>Warnerdef002198</b> 183:19	<b>Warnerdef917</b> 108:12 111:7	<b>withdrawn</b> 15:5 17:18 20:10 29:2 33:5 117:9 121:8 126:1 172:11 199:9 200:6 205:12 206:17 210:23 220:15 229:11 232:12 236:15 259:9 266:18 267:7	
<b>Warnerdef002199</b> 155:3	<b>Warnerdef922</b> 120:18		<b>workers</b> 100:18 252:2
<b>Warnerdef002201</b> 155:4	<b>Warnerdef935</b> 128:2 131:23	<b>woke</b> 170:24	<b>workforce</b> 96:12 123:17 126:8
<b>Warnerdef002482</b> 65:5	<b>Warnerdef936</b> 134:15	<b>wondering</b> 193:2 245:11	<b>working</b> 9:12 17:23 18:7 19:4 23:21 24:15, 23 25:5 30:12,15,19 31:11 33:25 34:10 35:13 36:21 50:4,21,22 52:16,19 63:11 64:14, 20 65:11 70:16,19 83:19 84:4 85:3 94:7,22 105:13 106:2 130:16 132:9 133:12 138:24 139:10,16 157:3,18 160:3 172:12,16 173:1, 4,22 211:20 216:19,21, 24 245:25 256:3 258:13,15 259:3 278:9
<b>Warnerdef003103</b> 61:21	<b>warrant</b> 224:16	<b>word</b> 164:8,17,23 168:12 169:3 170:8 177:10,24 178:3 224:10,11 232:8 274:23,25	
<b>Warnerdef007353</b> 85:13	<b>Warrendef002729</b> 158:21	<b>wording</b> 221:24,25	<b>works</b> 26:4,6,10,14,17, 21 53:16,21,23 76:22 79:17,20 132:24 216:25 217:1
<b>Warnerdef008174</b> 175:7	<b>Warrendef002732</b> 158:21	<b>words</b> 27:3 28:14 29:1, 3 50:17	<b>workweek</b> 96:13 97:16 106:11 138:14,17
<b>Warnerdef009110</b> 262:12	<b>Warrendef003098</b> 61:23	<b>work</b> 15:11,22,25 16:18,25 17:2,9,24 18:2,8,18,21 19:2,5,7 20:18 23:17 25:21,24 29:4 31:24 34:22 36:13, 18 37:21 41:1 45:9,10, 13,17,19,22 46:3,11 70:22 71:6 73:20,21 74:2 79:19,25 80:6,11, 13,22 81:3 92:11,12,15, 19,21 97:14 98:3,4,8 106:1,21,24 129:14 130:17 132:20,23 133:1,4 136:21 137:4 138:6,10 139:1 141:1 142:1 152:7 163:10 164:14 165:22 171:6 172:4,7,10,20 173:8,11, 14,18,24 174:15 181:22 204:1 205:4 206:10,14, 16 209:7,9 241:4,6,9 243:9,16,23 245:8 246:5,7 248:14,18,20 249:18 250:12 251:23 252:5 253:8 256:8,13, 25 262:6 264:6 265:23 266:3 275:10	<b>workweeks</b> 194:17
<b>Warnerdef1015</b> 137:18 140:6	<b>water</b> 35:15,16,19	<b>workday</b> 129:14	<b>World</b> 17:25 18:8 216:25
<b>Warnerdef1017</b> 135:12	<b>ways</b> 66:6,14		<b>worth</b> 102:4,8,22
<b>Warnerdef1127</b> 117:2 119:3	<b>wealthy</b> 171:6,10,17,20		<b>Wow</b> 191:19 254:7
<b>Warnerdef2111</b> 184:1	<b>website</b> 159:19 161:9		<b>write</b> 120:7 144:23 184:15
<b>Warnerdef2112</b> 184:2	<b>Wedge</b> 201:4		<b>writing</b> 38:13 99:16 104:5 118:8,10 122:22 151:13 164:1 165:2 180:4 203:22 221:21 231:6,18 272:21
<b>Warnerdef2199</b> 155:8	<b>week</b> 46:17 97:14,15 98:3,8,24 99:15 138:11 139:4 140:21 190:16,17 196:7,8 198:16 199:19 200:9 202:5,8 203:12		<b>written</b> 29:25 117:2 120:8 134:8 138:18 158:19 159:14,18,20
<b>Warnerdef2200</b> 157:12	<b>week's</b> 96:14,16 97:3, 5,8 99:5,6 101:20,25 102:4,8,22 165:10		
<b>Warnerdef2482</b> 65:10	<b>weekly</b> 197:6 199:13		
<b>Warnerdef2729</b> 159:1	<b>weeks</b> 46:3 115:3 141:8,11		
<b>Warnerdef2732</b> 159:10	<b>weird</b> 43:19		
<b>Warnerdef3098</b> 63:7	<b>welcoming</b> 240:25		
<b>Warnerdef3103</b> 62:2	<b>well-lit</b> 36:1		
<b>Warnerdef8174</b> 175:24	<b>what-if</b> 110:21		
<b>Warnerdef899</b> 104:2	<b>what-ifs</b> 110:22		
	<b>white</b> 132:13,19		
	<b>widespread</b> 121:14		
	<b>William</b> 14:17 15:4		

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

219:6 220:12 271:23	169:2 171:9,16,21
272:5,11,24 273:6	172:8,14,19 173:3,13
274:2,15	174:1,11,21 177:10
<b>wrong</b> 58:5 105:21	178:5 182:11,13,23
<b>wrote</b> 83:10 104:4	183:20 185:1,20,23
106:8 160:18 161:1	186:1,5,9 188:15 190:5,
164:5 213:17	14 193:5 194:18,24
	196:2,15,21 197:9
	199:5 203:6,9 204:2,16
<hr/> <b>X</b> <hr/>	205:4,15,25 206:9,19
	211:16 212:10 215:5
<b>XXX</b> 156:22	216:21 225:8 228:21
	234:16 237:1,6 249:2
<hr/> <b>Y</b> <hr/>	258:9 260:24 261:14
	264:15,18 265:11,12
<b>year</b> 16:14 17:1,12	266:6,14,21 267:8
24:13 30:21 142:20	268:3 275:16
241:17 242:9,10 246:7,	<b>Yorkers</b> 157:4,19
17 248:6 254:8,13	<b>younger</b> 56:15
261:22	
<b>year,'</b> 254:9	
<b>year-and-a-half</b>	
248:13	
<b>years</b> 15:10 17:7 18:10,	
20 19:3 94:10 145:1,21	
170:18,23 171:1,22	
173:21,24 174:12	
179:5,8,13 224:18	
225:4 226:24 244:18	
247:18	
<b>York</b> 7:11,12 27:1,4,13	
28:12,17 29:4,17 30:1	
32:7,25 33:6,22 41:2,	
11,16,17 43:10,15	
49:14,23 50:5,10,14,23	
51:8,15,18,23 52:17	
55:12,17 62:7 70:15	
80:16 81:17 83:20,24	
84:4,22 85:4,9,20	
94:15,22 95:2 96:15	
101:8 105:13 113:22	
117:12 118:24 119:4,7,	
14 121:11,17,18,20	
122:10,14 124:4 126:8	
127:2 130:16,25 132:10	
133:2,4,8,13,20,25	
138:7 139:9,16 145:13,	
16 146:1 147:10 149:22	
152:16 153:1,11,25	
154:8,12,23,25 157:1,	
16 158:2,13 160:25	
161:19 162:8,17 165:17	



ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

ERRATA SHEET

CASE NAME: SELENA STALEY, VIVIAN HOLMES, and  
OLIVE IVEY, on behalf of themselves  
and all others similarly situated  
v. <sup>43</sup>FSR INTERNATIONAL HOTEL INC.  
d/b/a FOUR SEASONS HOTELS AND  
RESORTS, HOTEL 57 SERVICES, LLC,  
HOTEL 57, LLC, TY WARNER HOTELS &  
RESORTS, LLC, and H. TY WARNER.

DATE OF DEPOSITION: 4-3-23

WITNESS' NAME: ELIZABETH ORTIZ

PAGE/LINE(S) /	CHANGE	REASON
19 / 25	From: "employer's at Hotel 57"	Clarification
	To: "employer is Hotel 57 Services, LLC"	
20 / 23	From: "Hotel 57" To: "Hotel 57 Services, LLC"	Clarification
21 / 8	From: "employer's at Hotel 57"	Clarification
	To: "employer is Hotel 57 Services, LLC"	
32 / 20	From: "That's" To: "That was"	Clarification
36 / 17	From: "people" To: "people working in the building"	Clarification
74 / 11	Remove: "I mean--"	Clarification
75 / 1-16	From: "my direct report is--would be"	Clarification
	To: "I directly report to"	
76 / 5	Remove: "and"	Clarification
76 / 7	Remove: "and"	Clarification
80 / 1-2	Remove: "--like, I don't know--"	Clarification
80-81 / 25-1	Remove: "--I would have been given direction--"	Clarification
95 / 16	Remove: "given"	Clarification
95 / 18	Remove: "that"	Clarification
95 / 19	Remove: "that we"	Clarification
95 / 19	From: "prepared" To: "prepaire"	Clarification
95 / 20	Remove: "the distribution"	Clarification
98 / 6-7	Remove: "in the--if--typically, and--yeah. Yes."	Clarification
100 / 2	From: "we closed" To: "when we temporarily closed"	Clarification
115 / 1	Remove: "No"	Clarification

  
ELIZABETH ORTIZ

SUBSCRIBED AND SWORN TO  
BEFORE ME THIS 12<sup>th</sup> DAY  
OF June, 2023.

  
NOTARY PUBLIC

CHANDRANIE DARSEN  
NOTARY PUBLIC, STATE OF NEW YORK  
Registration No. 01DA6441354  
Qualified in New York County  
Commission Expires September 26, 2026

MY COMMISSION EXPIRES 09-26-2026

ELIZABETH ORTIZ  
APRIL 03, 2023

JOB NO. 568002

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RESORTS, HOTEL 57 SERVICES, LLC,  
HOTEL 57, LLC, TY WARNER HOTELS &  
RESORTS, LLC, and H. TY WARNER.

DATE OF DEPOSITION: 4-3-23

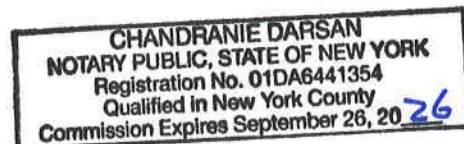
WITNESS' NAME: ELIZABETH ORTIZ

PAGE/LINE(S) /	CHANGE	REASON
115 / 12-13	Remove: "all at once. I mean, there were people"	Clarification
115 / 14-15	From: "people in the building, but there have been people in the building"	Clarification
	To: "people working in the hotel and there have been people working in the hotel"	
116 / 25	Remove: "Either I did or--"	Clarification
140 / 20	From: "expectation, because"	Clarification
	To: "Expectation she would be because"	
140 / 20-21	Remove: "I don't think -- I don't think we knew."	Clarification
140 / 22	Remove: "holding onto, like"	Clarification
140 / 24	From: "expectation."	
	To: "expectation we would need to temporarily lay her off."	Clarification
141 / 7-8	Remove: "--you know, where"	
141 / 8	From: "weeks at the time,"	Clarification
	To: "expected to only be weeks, then"	
141 / 9	Remove: "now"	Clarification
141 / 16	From: "dates,"	Clarification
	To: "dates, and we continue to plan for re-opening."	
142 / 21	From: "2021."	Clarification
	To: "2021. And it is the Hotel's expectation that it will reopen."	

*Elizabeth Ortiz*  
ELIZABETH ORTIZ

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*Chandranie Darsan*  
NOTARY PUBLIC



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DATE OF DEPOSITION: 4-3-23

WITNESS' NAME: ELIZABETH ORTIZ

PAGE/LINE(S) /	CHANGE	REASON
144 / 7	Remove: "on-- actually on a regular basis"	Clarification
144 / 13	From: "were on" To: "were on temporary"	Clarification
145 / 7	From: "this." To: "when the hotel will reopen."	Clarification
147 / 5-6	Remove: "it would be a matter-- it would be"	Clarification
150 / 5-7	Remove: "Well, I think it's the operator known as Four Seasons, then it's Hotel 57 Services, LLC, then it's the-- and then the ownership. So"	Clarification
150 / 8-9	From: "there's the ownership entity, there's the operator entity, then there's the property" To: "It's the ownership entity, the operator entity, and the property"	Clarification
151 / 20	Remove: "Can Hotel 57 Services, LLC."	Clarification
151 / 20	From: "it" To: "It"	Clarification
151 / 25	Remove: "the--"	Clarification
152 / 1-2	Remove: "that represents Mr. Warner"	Clarification
152 / 5-6	Remove: "I mean, my-- you know, I haven't spoken with Cahty in a long time."	Clarification
153 / 17	Remove: "-- the call for-- whatever"	Clarification
159 / 21	From: "it" To: "it were."	Clarification
164 / 10-12	Remove: "and I can't-- this, I think specifically, is from my office, based on conversations we would have had."	Clarification

Elizabeth Ortiz  
ELIZABETH ORTIZ

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DATE OF DEPOSITION: 4-3-23

WITNESS' NAME: ELIZABETH ORTIZ

PAGE/LINE(S) /	CHANGE	REASON
189 / 8-11	Remove: "and we wanted to make sure that-- I	Clarification
	guess that we had the-- I don't know what we wanted	
	to make sure. I think that"	
189 / 11	From: "there" To: "There"	Clarification
197 / 24	Remove: "under the--whatever"	Clarification
197 / 25	From: "employee, was"	Clarification
	To: "nonunion employees who were"	
198 / 1-2	Remove: "or whatever, that other specification is	Clarification
	privity to confidential information."	
201 / 15	From: "employee," To: "employee who has"	Clarification
201 / 15-16	Remove: "but she 's classified under the FLSA as	Clarification
	an administrative."	
201 / 17-19	Remove: "I forget what all the-- that particular-- what	Clarification
	the hell's it called?-- classification is."	
201 / 25	Remove: "I said there were the-- wait."	Clarification
202 / 1-2	Remove: "hold on a second. Did everybody get that	Clarification
	money? Yes, they did. Okay. Yeah."	
202 / 3	From: "managers" To: "managers, they"	Clarification
202 / 6	From: "hourly" To: "hourly non exempt employees."	Clarification
214 / 19	From: "been eliminated" To: "not been followed"	Clarification
214 / 23	Remove: "have been taken out of this agreement"	Clarification
218 / 15	Remove: "till"	Clarification

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